

URGE

Unlearning Racism in Geoscience

W COLLEGE OF THE ENVIRONMENT
UNIVERSITY of WASHINGTON

Admissions and Hiring Policies

As deans and directors, the UW College of the Environment Academic Leads oversee faculty recruitment, hiring and retention in close collaboration with academic unit leadership and faculty.

We work to ensure that all faculty recruitment follows the UW's guidance in the [Handbook of Best Practices for Faculty Hiring](#). We confer with Vice Provost for Faculty Advancement Chad Allen and have taken advantage of resources in his office to support recruitment of faculty who enhance the diversity of the College. We note that many of the best practices in the Handbook were initiated by the College of the Environment, in particular, wording that meaningfully includes commitment to diversity and inclusion in the [description of faculty positions](#).

We recognize that there is important work to do in expanding access to faculty positions that starts in primary school and undergraduate and graduate programs. There are several ways that we are expanding those opportunities:

- The Mt Rainier Institute is an outdoor environmental education program for middle school students that provides programming and subsidies tailored to schools with significant populations of underrepresented minority students.
- The [UW Conservation Scholars Program](#) is an intensive summer research and professional development program for undergraduate students traditionally underrepresented in conservation leadership. The program is nationally recognized for its integration of multiple academic disciplines and ways of knowing, from a variety of conservation practitioners, to support scholars in finding a conservation practice and career path that is right for them.
- The College is playing a key role in the newly formed [Research University Alliance](#), which is working at many levels to redefine how doctoral students are mentored into the postdoctoral ranks, and how postdoctoral scholars are hired and mentored into faculty positions. A key component of this effort is connecting underrepresented minority senior doctoral students with postdoctoral opportunities across the Alliance.

- The College's Atmospheric Sciences Department is an active member of [AGU'S Bridge Program](#), which increases opportunities for students from underrepresented populations to obtain graduate degrees and create a network of peers, mentors and advisers to support and serve them before, during and after grad school. Participation in the Bridge Program as well as structural changes to the graduate admissions program has resulted in increasing diversity among graduate students in the Department as described by Professor Abby Swan in the [URGE video](#) describing admissions best practices.

Admissions processes for the graduate programs in the College are managed within its academic departments. The Dean's office supports access by program leadership to University resources. The Dean's office further facilitates sharing of best practices amongst the departments.