
Hiring and/or Admissions Policies for University of Idaho

This is what was found by U of Idaho pod at University of Idaho on Hiring and/or Admissions Policies, as well as what the pod would propose to change and improve.

- **What EEO (Equal Employment Opportunity) statement¹ is included in a standard job or admissions advertisement? Are there other inclusion statements and resources publicly available²?**

- Long form “The University of Idaho (U of I) is an equal opportunity and affirmative action employer committed to assembling a diverse, broadly trained faculty and staff. Women, minorities, people with disabilities and veterans are strongly encouraged to apply. In compliance with applicable laws and in furtherance of its commitment to fostering an environment that welcomes and embraces diversity, U of I does not discriminate on the basis of race, color, religion, national origin, sex, age, sexual orientation, gender identity/expression, disability, genetic information or status as any protected veteran or military status in its programs or activities, including employment, admissions and educational programs. Inquiries may be directed to the Director of the Office of the Office of Civil Rights & Investigations, 875 Perimeter Drive, MS 3160, Moscow, ID 83844-3160; 208-885-4285 (voice) or ocri@uidaho.edu or <http://www.uidaho.edu/ocri>.

U of I is committed to providing reasonable accommodations to qualified individuals with disabilities upon request. To request this document in an alternate format or to request an accommodation, please contact Human Resources 208-885-3638 or hr@uidaho.edu.” (2016 Version)

- Short form – “U of I is an equal opportunity and affirmative action employer committed to assembling a diverse, broadly trained faculty and staff. Women, minorities, people with disabilities and veterans are strongly encouraged to apply.”

OR

“U of I is an equal opportunity and affirmative action employer. Women, minorities, people with disabilities and veterans are strongly encouraged to apply.”

¹ R. Kelley, 10 Samples of an Effective EEO Statement, blog.ongig.com/diversity-and-inclusion/eoo-statement-samples, (2017).

² <https://careers.who.edu/opportunities/diversity-inclusion/>

³ K. Cobb, #GRExit Resources, <https://doi.org/10.6084/m9.figshare.13215461.v1>, (2020).

⁴ J. Posselt, Inside Graduate Admissions: Merit, Diversity, and Faculty Gatekeeping, <https://www.jstor.org/stable/j.ctvjghw8s>, (2016).

⁵ <https://www.brandeis.edu/diversity/dei-recruitment-hiring/rubric-for-evaluating-diversity-statements.html>

⁶ K. Griffin, J. Bennett, T. York, Leveraging Promising Practices, Washington DC: Aspire Alliance, (2020).

URGEO



Unlearning Racism in Geoscience

- Found on a job advertisement - “University of Idaho is an Equal Opportunity/Affirmative Action/Veterans/Disability Employer.”
- **Where are advertisements posted or sent? Are there other strategies for reaching applicants for hiring and/or admissions, e.g. job fairs, showcases?**
 - **Approved subscriptions with unlimited postings:**
 - [ChronicleVitae.com](https://www.chroniclevitae.com)
 - [HigherEdJobs.com](https://www.higheredjobs.com)
 - [DiverseEducation.com](https://www.diverseeducation.com)
 - hercjobs.org/regions/higher-ed-careers-washington
 - You may sometimes want to post advertising yourself, for instance to listservs or to a national publication within your field. You will be responsible to arrange payment for the ad. Remember to keep a record of all ads you post.
 - A strategy for a systemic change for reaching a wider audience would be to have a fund to support advertising positions in minority-focused publications or groups. Or if those things don't cost money, having a blurb in the hiring documents that suggests departments look to advertise with those groups specific to their discipline. Our department could have a running list of the minority-supporting geoscience organizations to hit with a social media post for jobs as well.
 - The hiring handbook does mention a lot of the things we are talking about, but not in very strong language. Maybe that's okay?
- **What are the requirements for an applicant, e.g. letters of recommendations, fees/test scores³/grades? Is providing any of these a potential barrier that could be further lowered or removed? Are there any problematic questions asked?**
 - Grad student – letters of rec, 3.0 GPA, TOEFL/IELTS: 79/6.5, departmental essay – maybe update the departmental app essay thing to give a bit more direction for students who may not have typical or privileged experiences. What qualities do we actually want in our students and what questions can get them to discuss that so we don't fall back on tropes.
 - Hiring requirements – Could write more general calls that don't specify discipline.
 - Add grad school admissions guide to dept. website. Add invitation to email professors about grad school on website. Professional devlp. Class for undergrad. Email template for student emailing potential grad advisors.
- **How are applicants/applications evaluated? Is that process and/or rubric^{4,5} public? What kind of biases are introduced in this process and what strategies are used to address these, e.g. removing applicant names?**

URGEO



Unlearning Racism in Geoscience

- There is no rubric for graduate students or faculty.
 - Untenured faculty fear taking students who don't have typical indicators of success (papers, research experience, pedigree) because of the pressure to publish.
 - In faculty hires, discussion of how someone would 'fit in' with the department and if they would "like" Idaho always come up. These topics are important to us because of previous bad relationships in the department and because enjoying living here is an important part of keeping someone. We could discuss how to have these discussions more openly so as to see how they can augment the 'this person is like me' bias. Maybe reframe the discussion around how we can support the faculty in building community so they want to stay?
 - We should be more deliberate about maintaining representative diversity in our hires all the way through the interview stage.
-
- **Who is on selection committees and who makes the final decisions? Who interacts with the applicants?**
 - No rules about interactions with graduate students, completely 100% the faculty's choice, though it must be ok'ed by dept chair for financial reasons.
 - Faculty hire, all faculty interact but the committee interacts the most. In other institutions, I've heard stories about faculty not on the committee being pretty uncouth so scheduling meetings with the least likely to impress faculty towards the end of the visit, or having a discussion with everyone before the candidates arrive about what things might come up would be a good idea? The final decision is made by the dean, I think, maybe the provost? Thought they usually go with what the committee recommended.
-
- **Has your hiring and/or admissions process been evaluated by outside consultants? What is the process for changing it?**
 - Not sure for the college level. No one has evaluated the department level. It would be as easy as agreeing to change at the department level. Not sure about the college level.
-
- **Has your university or company implemented or considered strategies like cohort hiring, mentoring, dual career support and partner hires, re-visioning your work culture, or other considerations outlined in "Leveraging Promising Practices"⁶?**
 - The University has done partner hires in the past. No real cohort hiring as far as I can tell.