

# URGE

## Unlearning Racism in Geoscience

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Hiring and/or Admissions Policies for University/Organization - Example URGE Deliverable

This is what was found by the UHM Oceanography POD at University of Hawai'i on Hiring and/or Admissions Policies, as well as what the pod would propose to change and improve.

*Note: We acknowledge this information is not always accessible to students and even staff. If you do not have access to this information, please reflect on your own experience and outline what admissions and/or hiring should be like to foster a diverse and inclusive community.*

- **What EEO (Equal Employment Opportunity) statement<sup>1</sup> is included in a standard job or admissions advertisement? Are there other inclusion statements and resources publicly available<sup>2</sup>?**
  - From our last Oceanography faculty job ad: ***The University of Hawaii is an equal opportunity / affirmative action institution.***
- **Program Accessibility**
  - Funding and Fees
    - Application fees, issues around funding
    - Possible Solution: make fellowship information more readily available, explain process for funding graduate programs
      - Should determine a need-based system for reimbursing or waiving application fees
  - Need for position focused on JEDI efforts
- **Application Requirements/Clarity**
  - Evaluations based on letters of recommendations, research experience, transcripts, and student statements
    - No longer require GRE scores
  - Lack of clarity on application expectations or what criteria is prioritized
    - Possible solution: publishing on website “cheat sheet” that lays out requirements and what parts of application are prioritized
- **Evaluation of Applicants/Applications**
  - Each division within the department has different metrics for evaluating applications for student admissions.

<sup>1</sup> R. Kelley, 10 Samples of an Effective EEO Statement, [blog.ongig.com/diversity-and-inclusion/eeo-statement-samples](https://blog.ongig.com/diversity-and-inclusion/eeo-statement-samples), (2017).

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

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

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

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

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



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- Some divisions have an individual who reviews applications, some have a committee
- Some divisions prioritize certain criteria, whereas some have no formalized evaluation criteria
- Personal biases possibly influencing admission decisions
- Possible solutions:
  - Uniform (or at least written) admissions guidelines for each division
  - Multiple people should evaluate each application against a set rubric
  - Evaluators should be apprised of research showing biases in application review and/or participate in implicit bias training specifically geared toward application review
- **Has your hiring and/or admissions process been evaluated by outside consultants? What is the process for changing it?**
  - The hiring and/or admissions process are *not* evaluated by outside consultants.
  - The process to change hiring or admissions processes involves new ideas to be proposed in each division (since each division is in charge of their own admissions) in order to possibly implement any changes. Currently, ideas from peer reviewed literature regarding admissions and hiring processes are being brought forward in order to reduce biases for both of these.
- **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”<sup>6</sup>?**
  - Dual career support / partner hires:
    - This has happened in the past, but essentially requires a second job ad / open position, either within the department or in another department. UHM does not appear to have the flexibility to open a new position for a partner hire
  - Cohort hiring:
    - Prior to COVID there was a four-person job ad that was approved for oceanography. However, these positions were not scientifically related. It is unclear if there have been cohort hires in the past.
  - Mentoring:
    - Sporadic attempts, but some more formal options have been offered recently. These are a welcome development but are not targeted toward diversity.