

BRYN MAWR

COLLEGE

Information on the Recruitment and Hiring of a Diverse Faculty

The Bryn Mawr College Provost's Office is committed to continuing and intensifying the concerted work done in recent years (under the leadership of former Provost Mary Osirim) to diversify the College's faculty. What is outlined here can be seen as part of ongoing efforts at Bryn Mawr to make it an institution where the hiring practices—and the faculty—are reflective of the anti-racist principles to which the College aspires. The Provost, the Committee on Academic Priorities, and the Committee on Appointments continually assess and revisit these efforts in order to ensure their effectiveness.

- 1. Recruitment of BIPOC candidates:** The Provost's Office encourages academic departments at the College to diversify their ranks by identifying and pursuing candidates of color for both tenure-track/continuing non-tenure track positions and interim (i.e., temporary) positions. To this end, the College appoints a Faculty Diversity Representative from the Committee on Appointments (CA) to participate in every tenure-track and continuing non-tenure track search. This Faculty Diversity Representative has special responsibility for communicating institutional policies to the search committee, encouraging the recruitment of BIPOC candidates, and ensuring that the search committee uses an inclusive definition of excellence. Furthermore, the College invests and regularly participates in the Consortium for Faculty Diversity Pre-and Post-Doctoral Fellowship Program, through which BIPOC Fellows can come to Bryn Mawr and potentially transition into more long-term faculty positions at the College. The College also enhances its recruiting efforts through other programs and networks, such as the Andrew W. Mellon Foundation's Postdoctoral Program.
- 2. Tenure-Track and Continuing Non-Tenure-Track positions:** Departments and programs seeking to add or replace a tenure-track or continuing non-tenure-track position must petition the Committee on Academic Priorities (CAP) at least a year prior to a potential search. Departments and programs are encouraged by CAP and the Provost to define positions as broadly as possible in terms of content area in order to attract the widest range of talented candidates. Most tenure-track searches at the College are for candidates at the assistant professor level. Several years ago, however, the College adjusted its hiring practices to allow someone who may already have some experience as an assistant professor elsewhere to be hired into a position at Bryn Mawr, an adjustment that has allowed the College to attract broader and more diverse pools of qualified candidates. With the approval of CAP and the President of the College, a department or program can pursue a more advanced (tenured) hire. For any tenure-track or continuing non-tenure-track position, departments and programs are required to have a plan for seeking out as diverse a pool of candidates as possible.

3. **Tenure-Track and Continuing Non-Tenure-Track searches:** The College is committed to hiring a faculty diverse in racial and ethnic backgrounds. When a search committee solicits the initial pool of candidates, chooses candidates to interview and to invite to campus, and makes its final choice, it must strive to fulfill the College's goal of fostering and maintaining a diverse faculty. In particular, the search committee chair works with the Provost to recruit applicants into the candidate pool from underrepresented groups and to ensure that these candidates be carefully considered during the search process. Specific recruitment plans are developed at the outset of a search and checked as the search progresses. Some of the resources available include the Black Doctoral Network and the Mellon Mays Undergraduate Fellowship Office, which can provide names of potential applicants. Meanwhile, the Equal Opportunity Employer Compliance for the Recruitment of New Faculty form must be used during various stages of the search, which includes national-level data on the diversity of recent doctoral recipients in the field. If the Provost deems such compliance insufficient, the committee is asked to restart the search by finding a more diverse pool of candidates.

4. **Retention of faculty of color:** Supporting a diverse faculty cannot stop with faculty hiring. The Provost's Office is committed to fostering an academic environment at the College where the professional needs of BIPOC faculty are continually met and where BIPOC faculty are not required to do excessive "invisible" labor as faculty of color. The College is a member of the National Center for Faculty Development and Diversity (NCFDD), which provides additional support, training and mentoring with particular attention to the challenges that faculty from underrepresented groups face in the academy. Departments, programs, and the Provost's office must provide tenure-track faculty of color every opportunity to successfully pursue tenure and promotion at Bryn Mawr.