

January 13, 2022

RE: Hiring Practices and DEI

Dear Faculty and Staff,

I hope your spring semester is off to a wonderful start. As many of you have and will continue to serve on departmental or university search committees, I want to share some resources on hiring bias, implicit bias, and general search committee tips as it relates to diversity, equity, and inclusion. The first link is to an article that was published last year in Inside Higher Ed that discusses *faculty fit* and draws our attention to possible biases based on the subjectivity of this term. The second link is to a PowerPoint presentation that provides insights for search committees on implicit bias, diversity hiring practices, and inclusiveness. The last resource speaks to *Mitigating Bias on Institutional Search Committees*. As an addition, I think it's a good idea to have a Diversity Committee representative, the Dean for Diversity, Equity, and Inclusion/CDO, or a faculty/staff member who belongs to a marginalized or underrepresented group be included in the university search committee process. The links to the aforementioned resources are as follows:

Resource #1:

Flaherty, C. (2020). A bad fit? *Inside Higher Ed*

<https://www.insidehighered.com/news/2020/07/14/study-concept-faculty-fit-hiring-vague-and-potentially-detrimental-diversity-efforts>

Resource #2:

University of Maine System. Search Committee Briefing: Implicit Bias, Diversity, and Inclusive Hiring Practices

<https://umaine.edu/eo/wp-content/uploads/sites/9/2020/12/Search-Committee-Briefing-Notes.pdf>

Resource #3:

Norfleet, J. (2018). Mitigating bias on Institutional Search Committees. *AACSB*.

<https://www.aacsb.edu/insights/articles/2018/06/mitigating-bias-on-institutional-search-committees>

Please feel free to stop by my office or connect with me via email if you have any questions. Thank you for your continued work for Centenary College and I appreciate your efforts in the recruitment and retention of diverse faculty, staff, and students.

Sincerely,

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