

Minutes
Diversity and Internationalization Committee Meeting
Nathan Rees, Committee Chair
March 22, 2021, 1:30pm, Google Meet conference call

I. Call to Order & Attendance

Stacy Boyd, Brett Reichert, Denise Overfield, Lourdes Cody, Erin Lee Mock, Swamy Mruthinti, Mary Kassis, Brett Reichert, Angela Pashia, E. Su Jara-Pazmino, Nathan Rees

II. Discussion Item: update from Human Resources about the new Careers platform and conducting inclusive faculty searches.

Alicia Hargraves-Bardford, Timika Boykin, and Terri Walthour from Human Resources joined the meeting to introduce the new hiring platform, Careers, which the university has recently adopted and which is not utilized for faculty searches. Discussion focused on how the new platform can support the Faculty Senate's resolution on diversifying the faculty.

Key points:

1. An important new development is that the university will now be tracking demographic information of all applicants. This information will be critical in better understanding whether faculty searches are reaching a diverse applicant pool.
2. The Careers platform also has the capacity to track the demographic makeup of individual search pools. In the approval of pool form, HR can supply search committees with anonymized information describing the level of diversity of the overall search pool (the search committee does not have access to this information independently--HR has to supply it).
3. New faculty training materials include detailed information on this process. Faculty search training sessions will address this specifically; there are also a number of new online resources that HR has developed that are located here:
https://www.westga.edu/hr/hiring_resources_for_faculty.php, especially including https://www.westga.edu/hr/assets/hrpay/docs/conducting_inclusive_faculty_searches.pdf

Additional questions and discussion:

1. Are faculty searches required to reach a specific level of diverse applicants in order to certify a pool?
No. Searches will receive demographic information about the search pool in the certification process, but the certification isn't dependent on diversity of applicants.
2. Does the university learn about why diverse faculty members may leave through an exit interview?
There is an exit interview, although there are no questions that specifically address diversity, equity, or inclusion. HR is interested in learning that information, however, and will be sharing the exit interview with this committee for input.
3. Does implicit bias training happen in conjunction with faculty search training?

The faculty search training does include a section on addressing implicit bias, however there is not a separate implicit bias training required for search committee members. We discussed ways in which HR workshops and implicit bias trainings offered by other units could work in tandem.

4. How can faculty searches reach a diverse applicant pool?

One of the most important opportunities is actively seeking out advertising venues that are discipline specific. Working with search committee members to identify relevant list-serves, social media pages, and other opportunities to promote openings is critical--HR won't always know the best places to reach diverse potential applicants within specific disciplines.

5. Could the university include language in job postings emphasizing our commitment to diversity, equity, and inclusion?

HR is currently considering this. Stacy Boyd offered a model for potential language to include:

Successful candidates need a strong commitment to teaching, an active research agenda, the ability to work effectively with individuals of diverse backgrounds, and a willingness to serve the department, college, and university.

UWG embraces diversity and inclusion, recognizing the valuable contributions of each member of our faculty, staff, and student body. Our differences generate a collective strength that expresses our values and beliefs. We value every member of our community.

UWG is a qualifying employer under the Department of Education Public Service Loan Forgiveness program (PSLF). This program provides student loan repayment and forgiveness for qualifying loans for eligible full-time employees. See <https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service> for more information.

III. Adjourned at 2:30