



Best Practices and Articles on Recruiting, Hiring, and Retaining Diverse Faculty

Best Practices in Faculty Search and Hiring, Columbia University

<http://facultydiversity.columbia.edu/best-practices-faculty-search-and-hiring>

Best Practices in Faculty Hiring, University of Oregon

<http://facultyhiring.uoregon.edu/special-concerns/>

Diversity Resources, DePaul University

<https://offices.depaul.edu/diversity/advocacy/Pages/diversity-resources.aspx>

Diversifying the Faculty: A Guidebook for Search Committees

Caroline Turner, 2002, adapted by UW ADVANCE

<https://advance.washington.edu/apps/resources/docs/best-practices-checklist.pdf>

Interrupting Bias in the Faculty Search Process, a film and facilitation guide, University of Washington

<http://www.engr.washington.edu/lead/biasfilm/>

Interrupting the Usual: Successful Strategies for Hiring Diverse Faculty

Daryl G. Smith, Caroline S. Turner, Nana Osei-Kofi, Sandra Richards

Journal of Higher Education, 75.2 (2004) 133-160.

<https://muse.jhu.edu/article/52771>

How to Diversify the Faculty

Daryl G. Smith

Academe, Vol. 86, No. 5 (Sept. – Oct., 2000), pp. 48-52

<http://www.jstor.org/stable/40251921>

Constructed Criteria: Redefining Merit to Justify Discrimination

Eric Luis Uhlmann, Geoffrey L. Cohen

Psychological Science, Vol. 16, Issue 6 (June 1, 2005)

<http://journals.sagepub.com/doi/abs/10.1111/j.0956-7976.2005.01559.x>

Summary of Sagaria filtering article by Maricela Oliva (2016)

<http://provost.utsa.edu/VPAFS/documents/diversity-sagaria-filtering-summary.pdf>

Full text article found in *Journal of Higher Education*: Sagaria, M.A.D (2002). An exploratory model of filtering in administrative searches: Toward counter-hegemonic discourses. *Journal of Higher Education*, 73 (6), 6777-710.

Diversity Bibliography, American Association of University Professors

<https://www.aaup.org/issues/diversity-affirmative-action/bibliography>



National Center for Education Statistics: Race/ethnicity of college faculty
<http://nces.ed.gov/fastfacts/display.asp?id=61>

How to Do a Better Job of Searching for Diversity
Chronicle of Higher Education, September 11, 2016
<http://www.chronicle.com/article/How-to-Do-a-Better-Job-of/237750>

Questions to Ask to Help Create a Diverse Applicant Pool
Chronicle of Higher Education, September 11, 2016
<http://www.chronicle.com/article/Questions-to-Ask-to-Help/237747>

How Search Committees Can See Bias in Themselves
Chronicle of Higher Education, November 30, 2016
<http://www.chronicle.com/article/How-Search-Committees-Can-See/238532>

The five things no one will tell you about why colleges don't hire more faculty of color
The Hechinger Report, September 20, 2016
<http://hechingerreport.org/five-things-no-one-will-tell-colleges-dont-hire-faculty-color/>

A 4-step guide to planning for diversity and inclusion
Asana
<https://wavelength.asana.com/diversity-and-inclusion/>