

## Suggestions for Increasing Faculty Diversity

1. **Encourage open field, open rank searches for faculty.**
2. **Increase number of candidates that you invite for interviews.**
3. **Create multi-year hiring plans.**
4. **Maximize use of postdocs to diversify faculty:**
  - a. For example, create a one year training program that transitions into an assistant professor appointment. This program will allow individuals more time adjust to the USC environment, develop research collaborations, and bolster their research profile prior to being on the tenure clock.
  - b. Recruit from a pool of winners of prestigious postdoctoral fellowships.
5. Requests nominations for diverse candidates for faculty positions from current members of the faculty.
6. Establish **workshops** or **lecture series**, which attracts Ph.D. students from underrepresented groups across the U.S. Workshops can help identify, reach out to, and increase the pipeline of candidates from underrepresented groups.
7. Read the work of potential laterals who are women and people are color, and invite qualified candidates from that review to interview.
8. Proactively seek candidates by advertising in venues that encourage and promote quality and diversity, such as Chronical of Higher Education (Diversity in Academia issue), Journal for Blacks in Higher Education, Women in Higher Education/Women in Academia Report, Hispanics in Higher Education, Asians in Higher Education.
  - a. Send job postings to professional organizations focused on underrepresented individuals.
9. Encourage active participation in diversity and minority recruiting events, such as the California Forum for Diversity in Graduate School Education, the Ph.D. Project, and the McNair Scholar Conferences.
10. Contact departments and colleagues at other institutions with a request to contact, nominate, or recommend promising women graduate students or scholars from underrepresented groups.
11. Perform outreach and mentoring to K-12 schools.