MEMORANDUM

TO: Deans, Department Chairs and Program Directors
FROM: Anne I. Veeger, Vice Provost Academic and Faculty Initiatives
DATE: October 21, 2021
RE: Guidance for Diversity Statements and Search Strategies from AADTF and the Office of the Provost

To encourage best practices and consistency in promoting diversity in faculty search processes, as outlined in Anti-Black Racism: An Academic Affairs Action Agenda for Change, the Academic Affairs Diversity Task Force (AADTF) developed the attached templates for "requesting language" and an "assessment guide" for use in seeking and reviewing diversity statements from candidates. The Office of the Provost and the AADTF strongly urge that all searches explicitly address justice, equity, diversity, and inclusion in the position description/requirements, application materials, and candidate selection process. The attached materials offer guidance regarding requesting language for the diversity, research, and teaching statements that should be expected of all faculty search candidates and provide a sample framework for reviewing diversity statements to ensure the equitable assessment of submitted materials.

Provide clear guidance to candidates on required statements - Providing clear guidance on search committee expectations allows all candidates to develop detailed, evidence-based statements in support of their application. Clearly identifying the metrics by which these statements are evaluated ensures that the search committee assesses all candidates within a common framework.

Assess Labor Market Availability - Consistent with the expectation of the Provost Office and reporting in College Diversity Accountability Reports, the AADTF also strongly encourages all faculty search committees to review data from the Survey of Earned Doctorates, including the distribution by race, ethnicity, and field of study and assess how well their departments/programs meet or exceed these metrics. Table 22 from the 2019 survey is attached and includes details by subdiscipline. Additional data are available here, including the top 20 doctorate-granting institutions (2014-2018) ranked by the number of U.S. citizen and permanent resident doctorate recipients, by ethnicity and race of recipient (see Table 9). We suggest that all search committees strive to meet or exceed the under-represented candidate availability projections in candidate pools for searches by discipline and subdiscipline.

Develop an Inclusive Recruitment Plan - Search committees should develop an explicit plan for developing a diverse applicant pool, including an active recruitment strategy with outreach not only through professional outlets and organizations but also to doctorate-granting (or terminal degree-granting) Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs), and through direct contact to individuals who may be qualified for the position. This plan should be shared with their Dean and the URI Affirmative Action Office. Although search committees do not have direct access to race/ethnicity data for their applicant pool, each Dean responsible for overseeing the search processes in their college is encouraged to consult with the URI Affirmative Action Office to confirm that a diverse applicant pool has been developed prior to evaluation of the candidates.