

Equity Advisor Roles in Faculty Searches

Department Equity Advisors should make clear to the department who they are and what they do:

Advocate * Consult * Support * Collaborate* Monitor*Lead

Advocacy around new FTE requests and position specifications

- Last year's FTE call letter stated as one of the main campus priorities for new FTE requests: "Requests in accordance with [UC Regents Policy 4400](#) that would enable Berkeley to recruit outstanding scholars in research, teaching, and service who will contribute to diversity and equal opportunity at our campus."
- Equity Advisors should participate in discussions about hiring goals, and how to prioritize recruitment of diverse scholars.

Hiring new faculty who share our values

- All new faculty should share our values of equity, inclusion, diversity, and educating a diverse student body – Berkeley is a unique institution with a public mission.
- New faculty will shape the direction of the institution for the next 20 – 40 years.
- A diverse faculty is intimately connected with excellence.
- Review current demographic data for your department (ask OFEW for up-to-date data).
- Diversity is defined broadly.

Consultant to search committees on effective processes

- Be sure the search committee understands the Equity Advisor role in the search, particularly regarding the search plan, applicant pool, short list, and search report
- Review information in the "[Guidelines for Departmental Policy: Creating and Effective Faculty Search Process](#)" – committees should address all areas *before* the search begins
- Discuss unconscious bias and how to protect against it with carefully designed outreach and evaluation processes ([Appendix G: Countering Selection Bias](#) cites research)
- Suggest effective outreach methods to increase the diversity of the applicant pool
- Participate in outreach activities as much as possible
- Ensure that [contributions to diversity](#) are a component of the selection criteria
- Ensure that the evaluation process is fair to all candidates
- Advocate for using evaluation tools that require committee members to back up their opinions with evidence.

Support to committees

- Support the committee with difficult or tricky situations. Examples include: unsolicited information, faculty who advocate for or against a single candidate, conflicts of interest, de-selection that appears unfair, failure to follow the planned efforts, committee members who feel marginalized or pressured, missing strong candidates who straddle more than one subfield, concerns about how candidates are treated during campus visits, etc.

Liaison to the Office for Faculty Equity & Welfare (OFEW)

- OFEW is available to consult with Equity Advisors (and search committee members) at any time during the faculty search process. Some situations (potentially of a legal nature) should be brought to OFEW's attention quickly.

Monitoring search processes and outcomes

- Equity Advisors are not search police or “rubber stampers”
- Monitor the processes and outcomes of the search at all stages – Search Plan, applicant pool, short list, Search Report – do not be pressured to approve at the last minute.
- OFEW will consult with the Equity Advisor if there are issues with the applicant pool or short list.
- Given proactive outreach efforts applicant pools should reflect benchmark data as close as possible. Long lists and short lists should reflect at minimum the demographics of the applicant pool.
- Candidates from groups that have traditionally been overlooked may need additional consideration or advocacy.

Resources

- Office for Faculty Equity & Welfare (OFEW): ofew.berkeley.edu
- Karie Frasch, Director, Faculty Equity & Welfare: kfrasch@berkeley.edu
- Angy Stacy, Associate Vice Provost for the Faculty: astacy@berkeley.edu
- Main OFEW office: ofew@berkeley.edu, 642-1935