



CHSS Inclusive Excellence Search Process: A New Paradigm for Faculty Searches

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Background

CHSS has, throughout its history, been a leader in diversity, equity, and inclusion work at George Mason University. By centering diversity, CHSS launched the new Inclusive Excellence Search Process in 2019. This innovative process incorporates three interrelated goals:

1. to actively pursue evidence-based methods to increase the proportion of instructional and research faculty to better reflect the diversity of our student body, goals articulated by the ARIE Task Force and CHSS Inclusive Excellence Plan
2. to update and standardize the search process across the College according to effective practices in inclusive I/R faculty hiring
3. to create training and reporting structures that support greater mindfulness and transparency in the search process

Successful Search Tips

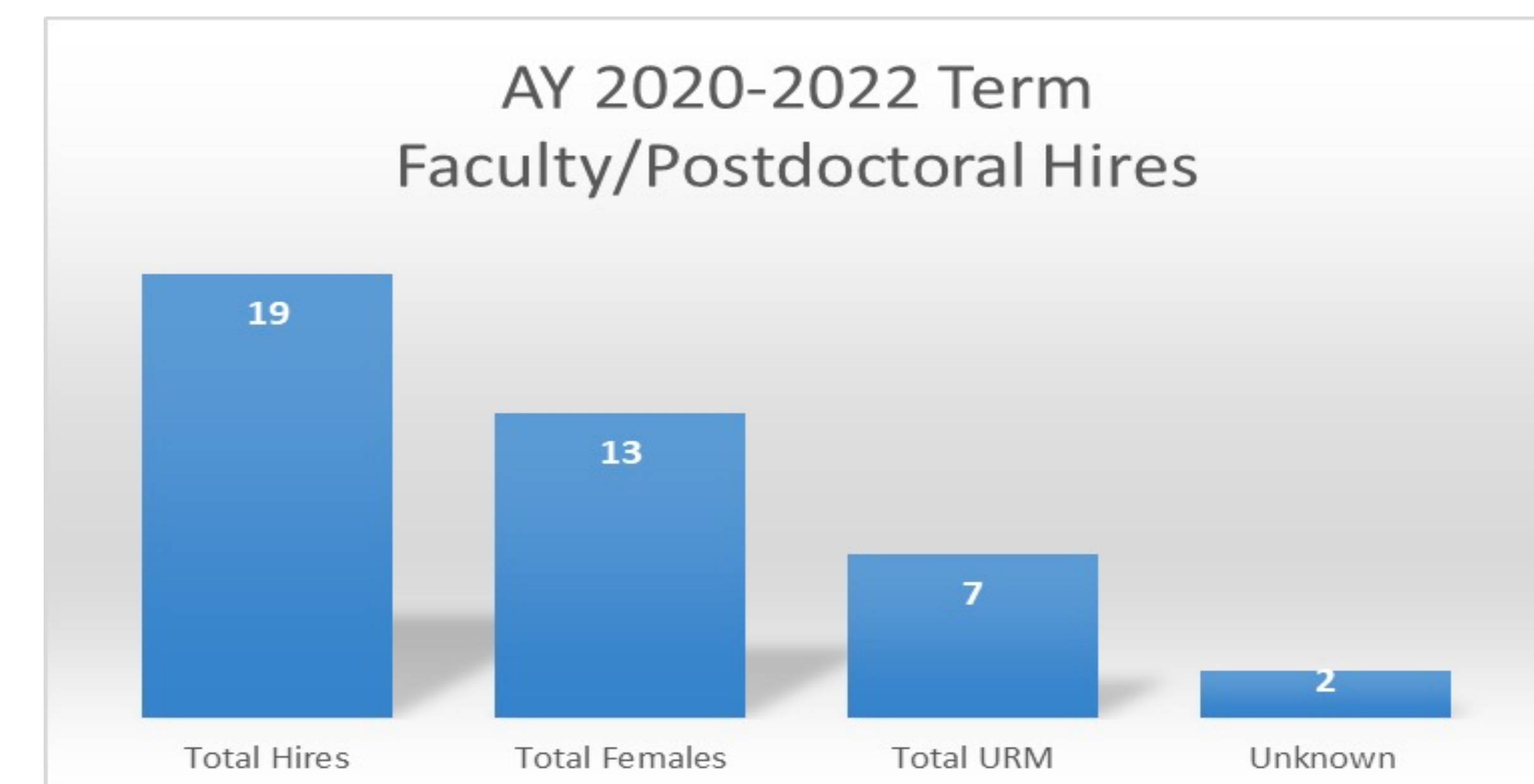
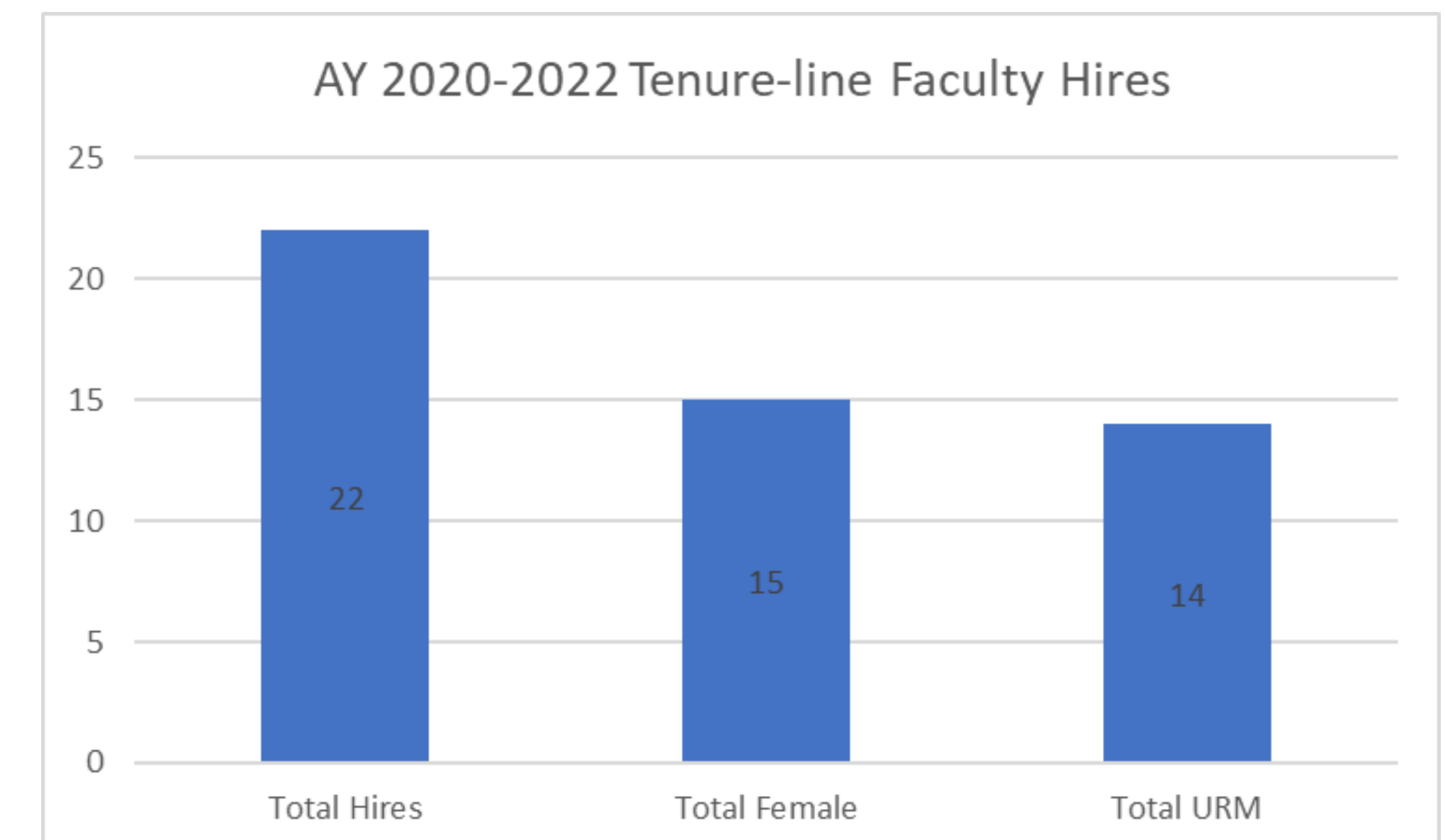
1. Support and best practices: Resources and strategies recruitment practices, search committee constitution, and interview best practices
2. Training: Expectation that all search committee members will attend a CHSS faculty search training.
3. Charge meetings: Department chair/director holds a charge meeting with a member of the DEI Team and the search committee to discuss the department's vision and needs for the search, the job advertisement, and the Search Plan.
4. Search plan: search committees will be required to complete Part I of the Search Plan
5. Applicant pool data: Request from the DEI Team a report of applicant demographic pool information.
6. Search plan continued: chairs will be required to submit a search process update report, Part II of the Search Plan.
7. Assessment: local academic unit leaders and search committee chairs will be required to complete a brief questionnaire related to search process improvement.

Key Elements

- CHSS I/R faculty search training
- The CHSS Faculty Recruitment Guide
- Customized conversations and support for each search committee
- CHSS Inclusive Faculty Search Plan
- Equity Advisors



Successes to Date



Future Plans

- Continue to build on the success of current search plan
- Expand the search process to adjunct faculty searches

