All faculty recruiting hiring team members funded by the Biosciences Initiative (BSI) must have attended a Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) training workshop within the past three years. The U-M ADVANCE Program offers STRIDE training workshops each fall.

STRIDE Faculty Recruitment Workshops
ADVANCE Program Handbook for Faculty Searches and Hiring

Positive Practices in Faculty Recruitment for each Phase of the Process

Early Stages
- Ensure that monetary and space commitments are in order, for a smoother process.
- Set a timetable of events, from the initial planning stages to when an offer might be made.
- Identify all U-M stakeholders and their roles in the process upfront.
- Select a diverse group of qualified search committee members representative of units involved.
- Develop a candidate pool strategy.
- Utilize best practices of open search when advertising positions to encourage applications from a broader and more diverse pool of candidates.
- Plan out the recruitment stages to effectively develop candidates into successful recruits.
- Advertise for the positions on website, trade journals and e-mail lists, etc., combined with word-of-mouth personal outreach from existing faculty.
- Incorporate NextProf participation to increase positive experiences when applying to U-M.

Updating and Informing
- Provide continual information about the timeline of hiring process to candidates, including explaining delays.
- Research information about dual career opportunities early in the recruitment process.
- Gather information about family friendly policies and resources.
- Mid-search diversity assessment: ensure each candidate is aware of and familiar with U-M DEI strategies and learn about each candidate’s own understanding and commitment to diversity, equity and inclusion.

Visiting Campus
- Warm attention from the search chair, department chairs and BSI leadership, including hosting social interactions.
- Opportunities to meet with graduate students.
- For female candidates: meeting with female faculty and postdocs and ADVANCE representatives.
- Arrange meetings with potential colleagues who work in the candidate’s research area.
- Treat partner with respect, interest and enthusiasm.
- Accommodate family members’ needs during the visit.
- Introduction to Ann Arbor, including city attractions, potential living areas, schools, etc.

Continued Dedication
- Frequent and prompt attention from the department chair in the course of negotiations.
- Search chair should negotiate with the candidate’s long-term best interest as a primary consideration.
- Rapid resolution of negotiation, yielding a timely formal offer.

Source: U-M ADVANCE Program, based on interviews with new faculty hires and job candidates who turned down jobs at U-M.

For more information, contact the ADVANCE office online or by phone: (734) 647-9359.