

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.