



You get it

Your recommendations

# Shining the lantern in hiring

- Takes leadership, persistence, help from administration - extra resources
- Invite more women to interview
  - Appropriate questions / equal treatment
- disaggregate criteria – list different assets
  - discuss ahead of time – more likely to be objective
- Have candidates meet with variety of people
  - Graduate students
  - Women inside / outside dept
- Be receptive to two-body opportunities
- Try to jump early – follow career

# Enabling faculty to reach their aspirations

- Accountability and reward structure
  - Needs to be valued
  - Explicitly part of evaluation
- All faculty
  - Formal program
  - Expectation of all senior faculty
- Train faculty in mentoring
  - Cross cultural and cross gender issues

# Global Warming

- Celebrate successes - uniformly
- Talk to faculty on their own ground (visit their offices, open door policy)
- Junior faculty committee – strength in numbers and anonymity
- Nominate broadly for awards (build from smaller awards to larger ones)
- Call people on their behaviors/ “zero tolerance”

# Life happens

- People friendly environment
  - Energy conscious
- Appreciation of multiple dimensions
- Establish policies/procedures
  - Make known
  - Support use of leaves etc
- Primary care giver accommodations for grad students and postdocs

# Miss/Mrs/Ms/Dr/Maam

- Be Aware of subtle biases
- Code of conduct/Professional Behavior
  - Staff treat all faculty similarly
  - Faculty treat all staff fairly
  - Students should be treated with respect (faculty don't own students)
- Ensure everyone's work get done
  - Establish clear procedures
  - Establish way to set priorities

# Great things come in Small Packages

- On-site childcare
- Sick child care/emergency care
  - Financial support?
  - Options/arrangements
- Childcare at meetings/travel
- Kid-safe spaces at work

# Herding cats

- Transparency / communication
  - Openness is key to good governance
- Chair training for running meetings
  - Important stuff first
  - Chair's responsibility to set tone
  - Chair needs to keep meeting on track
- Clear expectations
- Resolve conflicts expediently and at lowest level possible
- Protect junior faculty from politics





“Insanity: doing the same thing  
over and over again and  
expecting different results.”

**Albert Einstein**

