



## Information on the Recruitment and Hiring of a Diverse Faculty

The Bryn Mawr College Provost’s Office is committed to continuing and intensifying the concerted work done in recent years (under the leadership of former Provost Mary Osirim) to diversify the College’s faculty. What is outlined here can be seen as part of ongoing efforts at Bryn Mawr to make it an institution where the hiring practices—and the faculty—are reflective of the anti-racist principles to which the College aspires. The Provost, the Committee on Academic Priorities, and the Committee on Appointments continually assess and revisit these efforts in order to ensure their effectiveness.

1. **Recruitment of BIPOC candidates:** The Provost’s Office encourages academic departments at the College to diversify their ranks by identifying and pursuing candidates of color for both tenure-track/continuing non-tenure track positions and interim (i.e., temporary) positions. To this end, the College appoints a Faculty Diversity Representative from the Committee on Appointments (CA) to participate in every tenure-track and continuing non-tenure track search. This Faculty Diversity Representative has special responsibility for communicating institutional policies to the search committee, encouraging the recruitment of BIPOC candidates, and ensuring that the search committee uses an inclusive definition of excellence. Furthermore, the College invests and regularly participates in the Consortium for Faculty Diversity Pre-and Post-Doctoral Fellowship Program, through which BIPOC Fellows can come to Bryn Mawr and potentially transition into more long-term faculty positions.

2. **Tenure-Track and Continuing Non-Tenure-Track positions** programs seeking to add or replace a tenure-track or continuing must petition the Committee on Academic Priorities (CAP) at the time of potential search. Departments and programs are encouraged by CAP to define positions as broadly as possible in terms of content area to attract the widest range of talented candidates. Most tenure-track searches are for candidates at the assistant professor level. Several years ago, however, the College adjusted its hiring practices to allow someone who may already be an assistant professor elsewhere to be hired into a position at Bryn Mawr that has allowed the College to attract broader and more diverse candidates. With the approval of CAP and the President of the College, a program can pursue a more advanced (tenured) hire. For any tenure-track or non-tenure-track position, departments and programs are required to be seeking out as diverse a pool of candidates as possible.

### 3. Tenure-Track and Continuing Non-Tenure-