

2023 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

Santa Barbara City College

Faculty Cluster Hire Pilot Implementation

Relevant Rubric Area(s):

1. Prevention: Embedding the Values of Diversity, Inclusion, and Respect into Recruitment, Hiring, Admissions, Retention, Promotion, and Advancement.
2. Prevention: Identifying and Reinforcing Community Values.

Description of Work:

In an effort to implement anti-racist hiring practices and to enable progress towards diversifying the faculty numbers at the institution, a faculty hiring cluster project is being implemented this year.

This commitment to implementing anti-racist hiring practices stems from a collaborative effort of the Academic Senate, an Academic Senate workgroup, composed of a diverse group of faculty from a variety of disciplines, on re-envisioning hiring processes across campus with an equity lens, and Human Resources. The cluster hiring criteria developed for this project align with the prevention area of the rubric on embedding the values of diversity, inclusion, and respect into recruitment and hiring of faculty. The overall commitment to improving the institution's hiring practices and to making progress towards a more diverse faculty and the on-going faculty cluster support align with the prevention area of the rubric on identifying and reinforcing community values.

The developed recommendations from the Academic Senate workgroup were approved by the Academic Senate and the College Planning Council, in collaboration with Human Resources and are currently implemented for this academic year's hiring cycle. This pilot required piloted modifications to existing academic policies and procedures.

As part of the faculty recruitment process for all 24 tenure-track faculty positions for Fall 2023, four required candidate characteristics have been added to the application and recruitment process. As part of the application, all candidates are asked to describe and include examples of which characteristics most closely align with their personal and/or professional commitments and experiences. The developed and required candidate characteristics are as follows:

- Has experience or has demonstrated commitment to teaching, mentoring and/or engaging in services for Black and Brown students
- Has demonstrated knowledge of barriers for Black and Brown students and experience in addressing disproportionate impact at an institution
- Has experience in or has demonstrated commitment in facilitating Black and Brown students' navigating a higher education institution
- Has experience or has demonstrated commitment to integrating elements of culturally relevant and inclusive pedagogy

2023 Public Description of Work for Action Collaborative on Preventing Sexual Harassment in Higher Education

The ideal candidate will have two or more of the characteristics listed above and will be able to demonstrate such commitment in their application material. In order to screen for these newly added characteristics, an additional screening level has been added to all faculty hiring processes for this year. During this additional cluster hire criteria screening process, dedicated cluster hire criteria screening committee members from disciplinary and non-disciplinary backgrounds who have participated in additional training are responsible for screening applications for these criteria prior to moving successful applications along in the remaining process.

Each job announcement includes information on this effort to identifying faculty who have demonstrated commitment to support Brown and Black students, as well as on the specific criteria and characteristics outlined above. In addition, job announcements were rewritten to emphasize the institution's commitment to equity, diversity, and inclusion, and to appeal to a broader range of applicants. Evaluation criteria were developed by hiring committees, in collaboration with Human Resources, in advance of applicant screening by committees. All hiring committee members were required to participate in redesigned Equity in Faculty Hiring training, which included components focused on bias.

This cluster hire effort is currently in progress for all tenure-track faculty recruitments for positions beginning in Fall 2023. After completion of this hiring cycle, feedback from all participants and stakeholders will be solicited by Human Resources and brought back to the Academic Senate and College Planning Council, in an effort to implement lessons learned from this first cluster hire pilot and to further improve and streamline it for future hiring cycles. Data on faculty diversity will be analyzed to assess any potential impact of this approach on diversifying faculty. If successful, relevant academic policies and procedures will be modified and adjusted accordingly through the shared governance process, in order to permanently adjust faculty hiring processes to include this cluster hiring approach, in continued efforts to integrating values of diversity, inclusion, and respect into the institution's faculty hiring practices and to improve faculty diversity.

Website for further information (if applicable):

https://www.sbcc.edu/employment/career_opportunities.php

Point of Contact Name: Jens-Uwe Kuhn

Email Address for Point of Contact: jkuhn@sbcc.edu