**University of Michigan Advance Program:**

**Promoting Faculty Diversity and Excellence**

Programs, resources, and research supporting faculty recruitment, retention, climate, and leadership. https://advance.umich.edu/

• **Faculty Search Committee STRIDE References:**

The STRIDE Committee provides information and advice about practices that will maximize the likelihood that diverse, well-qualified candidates for faculty positions will be identified, and, if selected for offers, recruited, retained, and promoted at the University of Michigan. The committee leads workshops for faculty and administrators involved in hiring. <https://advance.umich.edu/stride>

**• Stride Recommended Readings**

STRIDE Committee has read widely in its work since 2002 and in developing the Faculty Recruitment Workshop. Below are some of the readings the committee recommends.

<https://advance.umich.edu/stride-readings/>

### **•**[**Handbook for Faculty Searches and Hiring**](https://advance.umich.edu/wp-content/uploads/2018/10/Handbook-for-Faculty-Searches-and-Hiring.pdf)

### The handbook reflects the work of the Strategies and Tactics for Recruiting to Improve Diversity and Excellence (STRIDE) Committee and lays the foundation for accomplishing the goal of a diverse faculty of the highest caliber. It provides guidance on every phase of the faculty search and hiring process to ensure fair and consistently applied practices. <https://advance.umich.edu/wp-content/uploads/2018/10/Handbook-for-Faculty-Searches-and-Hiring.pdf>

• **Applicant and Candidate Evaluation Forms**

[The applicant evaluation tool](http://advance.umich.edu/wp-content/uploads/2018/09/applicant-evaluation-tool.docx) is designed for reviewing applicants’ files, and [the candidate evaluation tool](http://advance.umich.edu/wp-content/uploads/2018/09/candidate-evaluation-tool.docx) is intended for job candidate evaluations following the job talk. Both templates are provided with the expectation that departments will tailor them appropriately to meet individual needs.

<https://advance.umich.edu/wp-content/uploads/2020/09/Applicant-Evaluation-Tool-FINAL-2020.docx>

<https://advance.umich.edu/wp-content/uploads/2020/09/CandidateEvaluationTool-FINAL2020.docx>

**•** [**Frequently-Asked Questions: Dual Career Issues**](https://advance.umich.edu/wp-content/uploads/2018/09/FAQDualCareer.pdf)

FAQ designed to offer clarity to those departments who experience dual career issues

<https://advance.umich.edu/wp-content/uploads/2020/09/FAQDualCareer-FINAL-2020.docx>

### **•** [**Positive and Problematic Practices in Faculty Recruitment**](http://advance.umich.edu/wp-content/uploads/2018/09/PositiveAndProblematic_RecruitmentPractices.pdf)

### Data gathered from interview studies of individuals who turned down faculty offers, as well as new faculty hires in CoE. This data provides information about practices that created a positive impression for job candidates as well as practices that contributed to their decisions.

<https://advance.umich.edu/wp-content/uploads/2020/09/PositiveAndProblematic_RecruitmentPractices-FINAL2020.docx>

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