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Introduction

Mission

Language Setting

Are we ready?

The Hiring Committee

Materials & Processes

Receiving, Reviewing, and Communicating

The Interview: Hosting Candidates

Negotiating to Attract Diverse Talent

Welcome to SLU: Hosting Continues

Creating a Culture of Belonging to Foster Faculty Retention

Mentoring for Success

Writing Letters for Promotion

References & Resources

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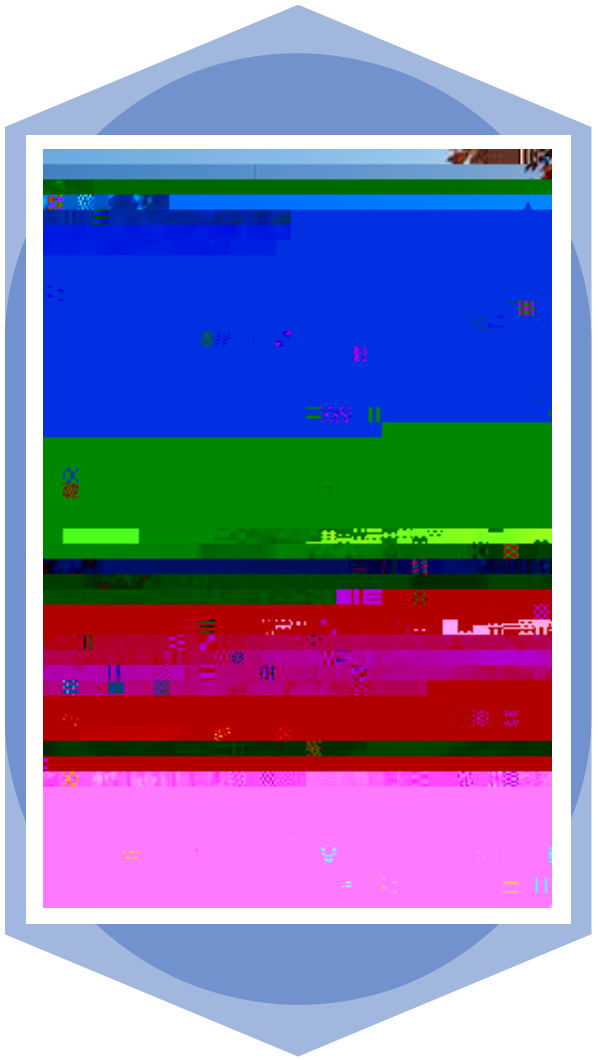
The backbone of any higher



The toolkit was written for anyone involved in faculty recruitment, development, and retention efforts. The goal was to provide best practices, based on empirical evidence for guiding faculty search committees, and resources to support the use of these best practices. The implementation of the best practices and associated resources will depend on the individual department and candidates. Thus, reflection questions are aimed at generating how to effectively implement and utilize what is offered in this toolkit.

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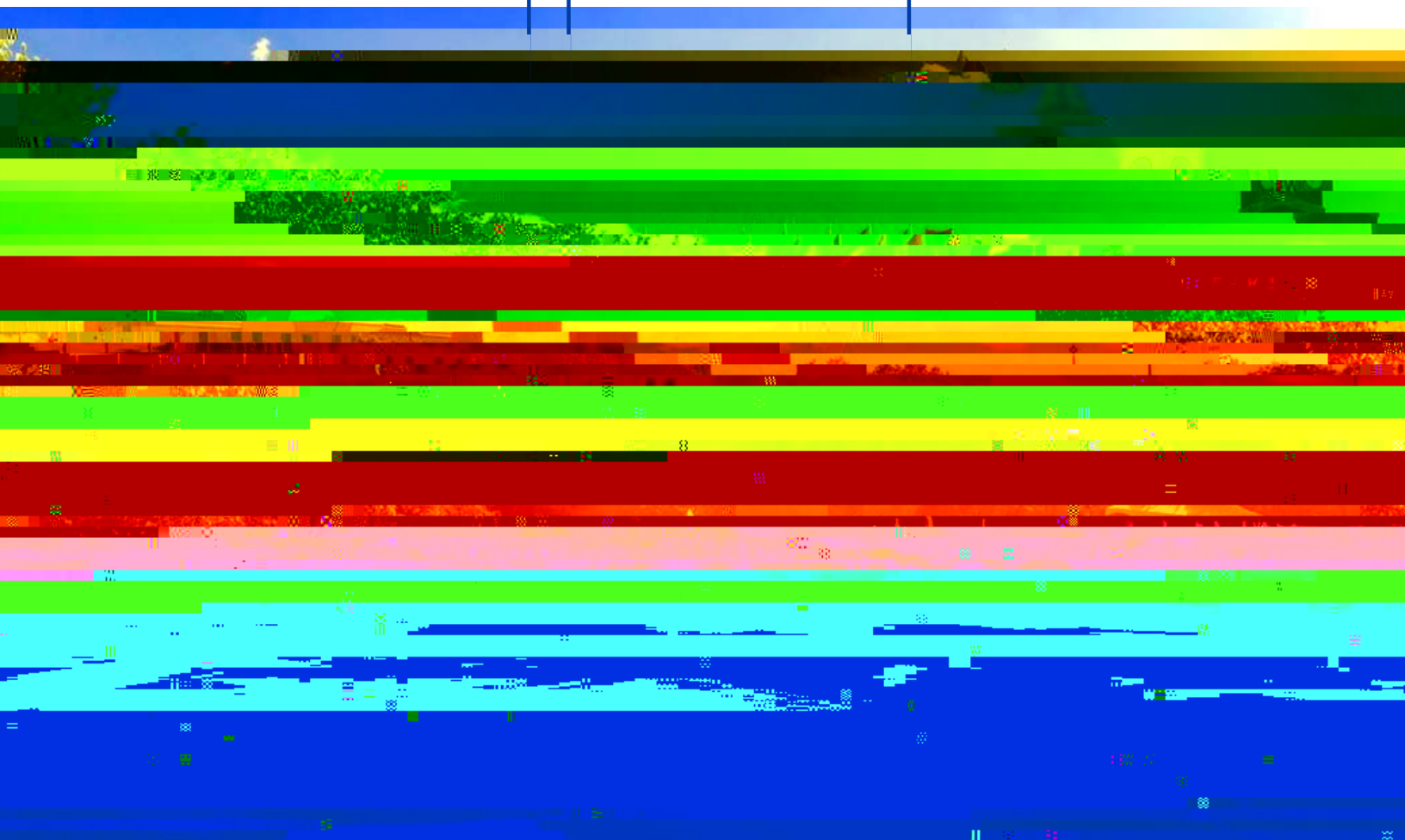
The H g C ee

- **Best Practices for Search Committees from Harvard University**



Ma e a P ce e

REFLECTION QUESTIONS

Retention

Faculty mentors play a key role in the success of all faculty, and for UR faculty in particular. They can also become a barrier to retention when senior faculty have not been trained in culturally-responsive practices in mentoring. Senior faculty may lack understanding for non-traditional or community engaged scholarship. This increases the chances of bias (unconscious and conscious) and microaggressions in mentoring relationships. It can also become a barrier to advancement and retention.

In addition, research demonst

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References & Resources

In the making of this toolkit, the team reviewed many other manuals and toolkits created by other universities. They became guides and initial outlines for this toolkit. In addition, internal and empirical research were considered related to faculty life, workload, promotion and tenure, and invisible labor. Below is a list of university manuals and toolkits, empirical research, and references reviewed and utilized.

UNIVERSITY MANUALS AND TOOLKITS

1. P C S. Office of Senior Vice Provost. Harvard University, 2016.
2. P S F OS. Office of the Dean of the Faculty. Princeton University, 2022.
3. D S E. Office of Institutional Equity and Diversity. Brown University, 2020.
4. R TR. University of San Diego, 2012.

EMPIRICAL RESEARCH