SWS/Nowicki Best Practices for Recruitment and Hiring

1. Severely limiting the use of "target-of-opportunity" hires. These should only be used to address issues of under-representation or to hire "near Nobel" scientists.
3. Asking departments for documents stating how they plan to increase diversity in their faculty population. These should be provided for each external review and revisited every two years.
4. Choosing to hire in subspecialties where women are well represented over repeated recruitment in subspecialties in which women are under-represented.
5. Putting women on search committees whenever feasible, and certainly allowing them representation when they ask to be on search committees.
6. Asking departments to identify women candidates by telephoning colleagues at other institutions -- especially senior women colleagues.
7. Requiring diversity on the short list of candidates brought to campus interviews.
8. Interviewing chairs after each round of hiring about their hiring process and how it came to be that women were or were not hired.