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- Equity, diversity, inclusion

Equity, inclusion, diversity: One Physics Chair's perspective

- It isn't enough to simply state that diversity is important. You need to identify why (via conversations/outreach with faculty, students, staff)
- Your institution may already have polling data from students that can inform your department's process.
- Diversity studies are based on *data*: there's a lot of research and resources to help guide you and your department.
- e.g. "The Department Chair as Transformative Diversity Leader," by Chun and Evans

My EDI efforts: Faculty recruitment

- SJSU student polling data indicated students wanted faculty who had shared experience with them. Our mostly-white faculty from elite institutions have little in common with our “majority minority” and Pell-eligible student population
- Our faculty searches historically turned up minimally-diverse applicant pools
- From Day 1 as Chair, I sought out opportunities to learn all things EDI
- I established a good working relationship with our CDO.
- Attended NCORE and SACNAS meetings, HERS Institute, etc.
- Contingent faculty in my dept: mostly women!

Faculty recruitment success story

- My department adopted values of hiring faculty who have invested professional effort in EDI
- Old job ads had no mention of “diversity” other than obligatory boilerplate from HR

2018 job ad

Qualifications:

Doctoral degree in Physics or related field is required. Post-doctoral experience is preferred. The ideal candidate will develop an experimental program that complements existing departmental expertise in condensed matter, lasers, and/or optics. Candidates should be familiar with a variety of contemporary, research-based teaching practices. Applicants should demonstrate awareness of and sensitivity to educational goals of a multicultural population as might have been gained in cross-cultural study, training, teaching and other comparable experience.

Responsibilities:

The successful candidate will teach courses at the BS/BA and MS level, and engage in experimental physics research. The successful candidate will also contribute to the development of laboratory courses designed to give students the skills necessary for Silicon Valley careers and/or graduate study. They will also develop an externally funded research program that provides support and mentorship of undergraduate and graduate students. The successful candidate will participate in committees and advising. Candidate must address the needs of a student population of great diversity – in age, cultural background, ethnicity, primary language and academic preparation – through course materials, teaching strategies and advisement.

Salary Range:

Commensurate with qualifications and experience.

Starting Date:

August 17, 2018

Eligibility:

Employment is contingent upon proof of eligibility to work in the United States.

Application Procedure:

For full consideration, submit a letter of application, curriculum vitae, statement of teaching interests/ philosophy, research plans, and the names and contact information of three references by **January 3, 2018**

2020 job ad

Qualifications:

The Department of Physics and Astronomy at San José State University invites applications for a tenure-track position in any field of theory that complements existing departmental expertise in condensed matter, quantum foundations, physics education research, astrophysics, or optics. We are a team of dedicated teacher-scholars recognized for our commitment to excellent teaching, to engaging students in research projects, and to promoting equity, diversity, and inclusion in Physics and in STEM disciplines more broadly.

Doctoral degree in Physics is required. The candidate should have research experience relating to condensed matter, quantum foundations, physics education research, astrophysics, or optics. Applicants must demonstrate the potential for meaningful engagement of undergraduate and Masters students in their proposed research.

Applicants should demonstrate that they are prepared for and enthusiastic about teaching classes at the graduate level, including statistical mechanics, mathematical methods in physics, or advanced mechanics. However, previous experience teaching these courses is not a requirement. They should also be familiar with a variety of modern teaching techniques and emerging technologies for instruction.

We highly value experience with and commitment to service in support of diversity, equity, and inclusion in physics and/or STEM in general. Therefore, we strongly encourage applications from candidates who have a record of such activities, whether or not this service was formally required by previous positions.

Applicants should have awareness and sensitivity to educational goals of a multicultural population as might have been gained in cross-cultural study, training, teaching and other comparable experience.

Application Procedure:

For full consideration, submit a (1) letter of application, (2) curriculum vitae, (3) a two-page statement of teaching interests, experience, and/or philosophy, (4) a two-page statement describing the candidate plans to engage undergraduate and MS students in research, (5) a two-page statement of the candidate's experience with and/or future plans to promote equity, inclusion, or diversity in physics and/or STEM, (6) and the names and contact information of three references by **January 6, 2020** to [\[Interfolio link created by FA\]](#)

For your breakout rooms:

- What diversity/equity issues are your departments facing?
- Identify a departmental structure/rule/policy that contributes to the issue? (think: “stupid policies”)
- What steps have you already taken or what steps could you take to address the issue(s)?
- Do those steps also address issues of inclusion or what additional work needs to be done to address inclusion?

See you back here at X:45!