

Proposed CAHSS anonymization and simplification of faculty searches

Fall 2021

Why Anonymize and simplify?

- ✿ *Research is demonstrating that the two-step process of simplifying required documents and anonymizing those documents in initial review has a tremendous impact on the diversity of the applicant pool and in hiring*
- ✿ *This is one of several tools that can be used to address implicit biases in faculty searches*

What is different and what is the
process?

Changes to past practice

- ✧ *No recommendation letters in the first round (or at all)*
- ✧ *No cover letter*
- ✧ *Additional documents requested later from applicants*
- ✧ *c.v. is submitted with the application, but search committee does not see it in the initial screenings*
- ✧ *Anonymized statements are required*
 - ✧ *JEDI*
 - ✧ *Teaching*
 - ✧ *Research (can be 2-past research, and current and future research)*
- ✧ *Post job ad in multiple places, but also rely on personal connections, networks, and soliciting applications directly*

Developing the job ad and description

- ✦ *Write position criteria*
- ✦ *Create Teaching, Research/Creative Activity, and JEDI statement guidelines (more about this soon)*
- ✦ *Create the rubrics for review of the above statements*
 - ✦ *Rubrics will be part of the job ad (linked)*
- ✦ *Minimum and preferred requirements of the position*
- ✦ *Yale job ad example available and will be shared*

The documents requested include a c.v. and the statements only

Anonymizing the statements

- ✿ *The statements are decoupled from the c.v. and assigned a numerical designator from the HR system (more on this in a minute)*
- ✿ *Applicants are asked to self-anonymize their statements as demonstrated on next slide*
- ✿ *Student workers and staff will review the statements to ensure anonymization (we will redact) and are placed in a Google Drive folder for the search committee*
- ✿ *Again, all will be identified only with a numerical designator*

“We ask you to submit anonymized statements to mitigate unconscious biases that might compromise a fair assessment of the strengths of your application. Initial rounds of review will be conducted using only this anonymized content. Documents will be reviewed administratively to ensure non-anonymized content is not seen by the search committee. To be clear, “anonymized” does not mean that the application in any way obscures the specific scientific content of their work and plans. Rather, the omission of lab name, institution, and journal names facilitates evaluation of scientific merit.”

Information to be redacted

- ✿ *Name*
- ✿ *Institutions of earned degrees*
- ✿ *Years degrees earned*
- ✿ *Current institution of employment*
- ✿ *Years of publications*
- ✿ *Names of journals in which they are published*
 - ✿ *Titles of articles remain*
 - ✿ *Date of publication can remain if committee chooses)*
- ✿ *Names of book publishing houses*
- ✿ *Any personally identifying information (photos, websites, etc)*
- ✿ *References/advisor names/locations*

Redaction and initial review process

- ✿ *Applications go through the HR portal as always (required)*
- ✿ *Student workers and CAHSS staff check for identifying information and redact where necessary*
- ✿ *The anonymized versions of the Research/Creative, Teaching, and JEDI statements are placed in a Google Drive folder and organized by number ID*
- ✿ *This initial review takes place outside of the HR system*
- ✿ *Committee makes its initial cut based on evaluation of the statements using the rubrics*
- ✿ *Likely we will use a Google Form for each committee member to rate and submit their ratings*
- ✿ *The remaining applicants are moved into the next round*

Second screening

- ✿ *All redaction is removed*
- ✿ *HR system is opened up to search committee members*
- ✿ *Full review of c.v. and statements*
- ✿ *Additional documents are requested by committee as needed*
- ✿ *Search continues as past practice (Zoom/phone interviews, reference checks, on-campus interview)*

Does it work?

- ✦ *RESULTS FOR YALE MBB Search:*

- ✦ *Previous search in 2020:*

- ✦ *Total applicants: 169*

- ✦ *Applicants self-identifying as URM: 3*

- ✦ *Applicants identifying as female: 31*

- ✦ *Search in 2021 using this system:*

- ✦ *Total applicants: 194*

- ✦ *Applicants self-identifying as URM: 22*

- ✦ *Applicants identifying as female: 62*

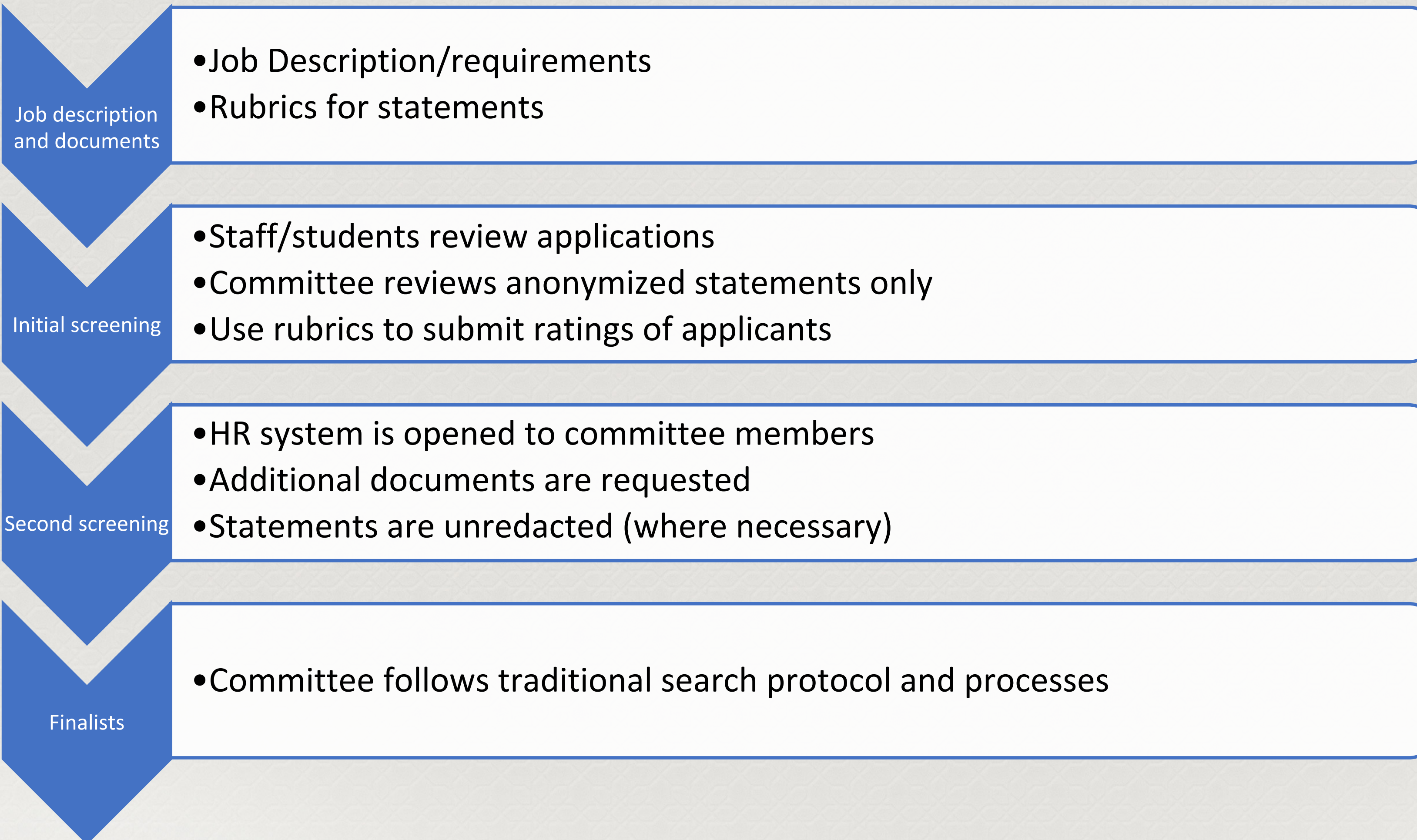
For the 2021 search:

Total candidates passing first cut: 32

Female applicants passing first cut: 15 (47%)

Members of UR groups after cut: 7-8 (22-25%)

Summary of the process



References from Yale study

- ★ <https://mbb.yale.edu/news/mbb-completes-anonymized-search-faculty-positions>
- ★ *Google Drive Folder with documents for review and modeling:*
 - ★ https://drive.google.com/drive/folders/1I7Q4B-_u39DZHLIKQUXprnSf2W4XMyMh?usp=sharing
- ★ <https://yaledailynews.com/blog/2021/04/22/the-future-of-faculty-searches-mbb-department-implements-new-reforms-that-aim-to-increase-diversity/>
- ★ *Will now share a view of the rubrics and job ad*