

CCAS

2018



ANNUAL MEETING
CHICAGO

NOVEMBER 14-17

Preview



Post-Conference Workshops

11/17

2pm–5pm

PAIRED THEORY & PRACTICE

Elizabeth Ortiz
Vice President for
Institutional Diversity and
Equity, DePaul University

Glenn Sanford Associate
Dean, College of Human-
ities and Social Sciences,
Sam Houston State University

Leslie Cornick Associate
Dean, College of STEM,
Eastern Washington
University

Aldemaro Romero Dean,
Weissman School of
Arts and Sciences,
Baruch College

GENERATING THE PIPELINE:

Addressing Bias in Recruitment and Hiring

(From the CCAS Committees on Gender Issues and Cultural Diversity)

This pre-conference workshop is intended to provide information and training for Deans and Associate Deans to identify and mitigate implicit and explicit bias in the recruiting and hiring phase for new faculty, staff, and graduate students. Prior to the conference we will reach out to the Deans and Associate/Assistant Deans list serves to provide an opportunity for conference attendees to take an implicit bias self-assessment, and to provide the panelists with information on the hiring process at their institutions (e.g., do they have a document that explicitly spells out required steps and/or documentation; are there any checkpoints in the process; can they provide rubrics or other documents that have been used in past searches?) The workshop will begin with a small group sharing exercise of people's self-assessment results, their own personal experiences, and processes at their home institutions. We will then have fifteen-minute presentations from four panelists to address best practices and training search committees, with attention to the current climate of permissive explicit bias. Case studies/role playing opportunities will be conducted in small breakout groups, with report out and discussion to follow. The session will conclude with take-home messages and Q&A. We will provide attendees with a small packet of information/resources to use at their home institutions.

BY PRE-REGISTRATION ONLY

\$125 includes refreshment break and program materials

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networking arts & sciences deans