

Cluster Hiring at Foothill College

Draft Guidelines for Faculty Diversity Recruitment and Retention

Goal: Increase racial diversity of faculty to better reflect student demographics (Issue 7, Goal 31).

1) Pre-hiring

a) Development of the Job Announcement

- Highlight Foothill's commitment to diversity, equity and inclusion (13-55).
- Emphasize the need to support marginalized and disadvantaged student populations.
- Highlight campus resources related to DEI.
- Provide data on student demographics and completion rates.
- Include language encouraging candidates from underrepresented groups to apply.

b) Preferred Qualifications

- Record of scholarship/leadership around equity and inclusion issues in higher education.
- Experience designing and teaching courses relevant to DEI.
- Success advising student organizations focused on underrepresented groups.
- Require commitment and approach to fostering equity on campus.
- Ability to employ culturally responsive teaching practices.

c) Required Application Materials

- Equity-focused prompt for the cover letter
- Statement on their commitment to equality, inclusion and equity.
- Statement on how the applicant's teaching advances social justice.

2) Outreach and Recruitment

- Send job ads to publications and associations focused on diverse populations.
- Promote at conferences like A²MEND, APAHE, COLEGAS, and NCORE.
- Collaborate with employee affinity groups
- Develop partnerships with Historically Black Colleges and Universities (HBCUs), Hispanic-Serving Institutions (HSIs), Tribal Colleges and Universities (TCUs), and Asian American and Pacific Islander Serving Institutions (AAPISIs) to share job openings with alumni and identify potential candidates.
- Participate in the CCC Registry Job Fairs
- Offer Zoom open houses for potential applicants to learn about the college and interact with current faculty.

3) Onboarding

- Create a cohort exclusively for the cluster hire faculty to foster peer support, networking, and shared growth in the first year.
- Establish a strong network of peers, mentors, and advocates across campus to promote retention, professional growth, and leadership development.
- Provide workshops to develop knowledge and skills related to inclusive teaching practices, culturally responsive pedagogy, and curriculum viewed through an equity lens.
- Address common challenges and barriers faced by faculty of color.