

Recruitment — Innovative Schemes

The Stages

The Advertisement

Proactive Approach

Training

Committee Membership

Shortlisting

Special Schemes

The Advertisement

How is this worded. Will attract minorities?

Include your University E&D wording, but what about your own?

The University of Cambridge values diversity and is committed to equality of opportunity. The Department would particularly welcome applications from women, since women are, and have historically been, underrepresented on our research staff

Proactive Approach

If you have a large gender imbalance, you can't expect women to respond to an advertisement without some encouragement

Go out and find suitably qualified women and encourage them to apply; maybe invite them to give a seminar beforehand and have a chat

Training

Do members of the selection undergo any training?

E&D Training; Unconscious Bias;
Interview Training

Committee Membership

How is this selected? Are both genders represented?
Any member from another department?

Shortlisting

How do you shortlist?

Two pile scheme

Special Schemes

Cambridge Scheme

Donor who wanted to support women in mathematics in Cambridge.
He chose a scheme, in collaboration with Murray Edwards College to support a lectureship in pure mathematics for a women

Advertisement

‘The post involves research and other activities aimed at promoting women’s participation and achievement in Mathematics. The successful applicant will have a genuine interest and commitment to developing the role of women in mathematics, and an interest in establishing innovative, evidence based programmes that will target women at all levels (school and college, University and beyond). In addition, the successful candidate will need to demonstrate the potential to be a strong role model to female mathematicians’

Result. They also advertised two other positions and encouraged those applying for the Murray Edwards Scheme to apply for the other posts as well. They appointed two women and one man!

Special Schemes

Canada



initiative of NSERC — The University Faculty Award

NSERC paid half the salary for five years after which it became a regular University position. Targeted at women and minorities (indigenous people). The scheme stopped around 2008

UBC had a similar scheme whereby $2/3$ of the salary was paid centrally if a women was hired. This scheme has since stopped.

These special schemes take resources. We were lucky to have a donor. Canada was lucky to have an NSERC scheme.

But there are excellent, well qualified women.
The job is to go out and find them.

Interviews

Look at the individual as a whole and not at one 'important' paper.

Career breaks

Be sensitive and encouraging