

FACULTY SEARCH DIVERSITY RECRUITMENT REPORT 2022-2023

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|---------------------------------------------|---------------------------------------------------------------------------------------------------------|
| Position Title and Number: | Assistant or Associate Professor in Astrophysics Experiment, #22482 |
| Search Committee Chair: | Prof. Amy Connolly |
| Search Committee Diversity Advocate: | Prof. Brian Winer |
| Search Committee Members: | Prof. Antonio Boveia, Prof. Klaus Honscheid, Prof. Annika Peter, Prof. Brian Winer, Prof. Fengyuan Yang |

Submit this form by email:

Date: *Must be sent prior to extending invitations to Columbus campus candidates for on-campus interviews*

To: *Divisional Dean, Divisional Dean's Assistant*

cc: *Interim Associate Dean for Diversity, Equity, Inclusion, Korie Little Edwards, [REDACTED]*

Subject: *Approval Request: Faculty Search Diversity Recruitment Report*

Directions: *Please provide a brief response to each question below.*

1. APPLICATIONS AND COMMITTEE TRAINING

- When did the search committee chair and/or members attend one of the seven "Searching for Inclusive Excellence" workshops? Was there anyone on the search committee who did not? If so, why?

The search committee members completed the training "Searching for Inclusive Excellence" on: 08/31/22 (Connolly, Honscheid, Yang, and Boveia), and 09/15/22 (Winer and Peter). As the committee chair, Connolly also completed the training "Building a Successful and Inclusive Search" on 08/22/22.

- Indicate the objective of this search [e.g. hire assistant professor in the field of [x] and the time period of the "active" search [e.g. October 2022-February 2023]:

The solicitation says, "The Department of Physics at Ohio State University seeks a tenure-track faculty hire in Experimental Astrophysics. The appointment is effective in the Autumn of 2023 at the level of Assistant Professor or Associate Professor." The job ad was posted on 08/25/22 and states that we are open to receiving applications until the position is filled, which we expect to be by end of March 2023.

- What populations are underrepresented in your department/school? Explain.

Female, Black, Hispanic, and Indigenous people of color in both the student and faculty population. The representation of each of these groups is well below the US population mean. Our context is consistent with data from the American Institute of Physics for (2019) PhDs in physics in the U.S.: Women: 20%; Black/African American: 1%; Hispanic: 4%.

- What strategies did the search committee proactively employ to recruit faculty from underrepresented populations and diversify the applicant pool? Describe the impact of these strategies, as well as the challenges. Please be specific.

1. We advertised on email lists, slack discussion boards, and job boards in many collaborations in the fields of gamma ray astronomy, collider physics, neutrino astrophysics, gravitational wave astronomy, cosmological surveys, and other physics communities such as N-Body Shop, the Snowmass Community Planning Exercise, and APS-IDEA.

2. Conferences Attended:

- SACNAS Conference in Puerto Rico- Ralf Bundschuh, Douglass Schumacher

(Advancing Chicanos/Hispanics & Native Americans in Science-SACNAS)

- National Society of Black Physicists-NSBP Conference in Charlottesville—Ralf Bundschuh, Michael Poirier
- Southern Regional Education Board Institute on Teaching and Mentoring --SREB in Atlanta—Jon Pelz, Michael Poirier

These visits raised the profile of OSU physics in these communities, and multiple conversations were had with young potential applicants. However, no new (additional) candidates were identified through this process.

3. Ads placed in:

- American Indian Science and Engineering Society- AISES
- Advancing Chicanos/Hispanics & Native Americans in Science-SACNAS
- Association for Women in Science--AWIS
- National Society of Black Physicists --NSBP
- American Physical Society --APS
- AAS Job Register
- INSPIRE

4. We examined the following resume databases for applicants, listed below.

The challenge here was that there were no viable candidates (in the appropriate field) in these databases.

- American Indian Science and Engineering Society- AISES
- National Society of Black Physicists --NSBP

5. Members of the committee also reached out to individuals to encourage them to apply, especially those that would contribute to the diversity of the pool. In some cases, those contacts were followed up with a zoom call. Many of those contacted applied for the position.

- Did discussions about (i) diversity, equity and inclusion or (ii) broadening participation or related issues arise in any discussions during the search process? If so, describe the nature and outcome of such discussions.



The candidates' plans for improving DEI at the department, university, and community levels was one of the main categories of our rubric, which was central to our evaluation of the candidates at every stage. It was also the topic of one of the questions that we asked in each of the zoom interviews. At each stage of the selection process, we took note of the diversity of the pool (to our knowledge) to ensure that we were not disproportionately removing candidates from underrepresented groups. We took extra care in evaluating our reasoning for not allowing a candidate to pass to the next stage in cases where that candidate would contribute to the diversity of the remaining pool.



- Diversity statements were required by every candidate. How were the diversity statements evaluated as part of the review process?

One of the main categories of our rubric addressed plans for improving DEI at the department, university, and science community levels. As instructed in the diversity training, when evaluating applications, this aspect of the rubric was primarily based on the candidates' DEI statements. Also informed by the trainings, the DEI statement was given equal weight to the research and teaching statements. The rubric stated that a candidate could demonstrate a strength in this category through evidence of DEI activities in professional roles or the potential for positive contributions to unit climate.

- Describe the applicant pool (using the EEO Report from Academic Jobs Online) from which the new hire will be selected. How satisfied are you with that pool and with its diversity? Please explain.

Our applicant pool on Academic Jobs Online was 58 and we attach the EEO report. The pool included nearly 30% women. Of the applicant pool 8.6% identified as Hispanic or Latino, and 3% Black or African American. There were four candidates that identified themselves as having a disability and no identified Veterans. These percentages were consistent with those reported by national organizations for PhDs nationwide as received from the college (also attached).

- ✓ **Faculty Search Applicant Pool – Please attach the EEO Report for the position available in Academic Jobs Online (contact your college HR Consultant if you need assistance with this). If a different application portal was used, provide a report similar to the attached sample.**

2. SCREENING PROCESS

- Applicant pool check-ins

| Date | Total Number of Applicants | Percent Underrepresented Sex | Percent Underrepresented Minorities |
|----------|----------------------------|------------------------------|-------------------------------------|
| 10/21/22 | 20 | 5 | 5 |
| 12/18/22 | 58 | 16 | 7 (Black, Latino, Hispanic) |
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- Describe the screening process and criteria employed in the evaluation of applications received.

The committee devoted many meetings from Sept. 2022 to Nov. 2022 to the process and the rubric before starting to evaluate applications. We attach the rubric that we used to evaluate the candidates. The screening occurred in stages. We assigned applications to committee members alphabetically, with two committee members per applicant. The committee chair reviewed all applications. Each evaluator completed one rubric sheet (attached) for each candidate that was not clearly out of scope. The committee typically met weekly, until the final stages when we met a few times a week.

1. We eliminated applications that were not serious or were clearly not in scope. The committee agreed in advance of which areas of research were out of scope, including dark matter direction detection and accelerator neutrinos. This step brought the set of candidates from 58 to 40.
2. We met to discuss again which candidates were out of scope, this time focused on whether the candidate is suitable for a physics department and whether they were an appropriate candidate for an experimental position. The committee discussed and agreed on the criteria for each and then the candidate pool was narrowed to 30.

3. Next, the committee identified the set of candidates that we would invite for a zoom interview. We selected the candidates with the top 17 rankings, setting the cut at a place where those beyond the cut were unlikely to make the short list even after a zoom interview.
4. We invited the 17 candidates for 45-minute zoom interviews and provided a list of questions to them in advance (attached). We asked one additional question that we did not provide in advance, which was "What do you consider to be your greatest scientific achievement?"
5. After the zoom interviews, we met to discuss whether we thought that each candidate's responses during the interview should improve or diminish their standing, or neither, documenting the reasoning for each, using the rubric as a guide. After this, we arrived at 9 candidates that were still possible candidates for the short list.
6. Taking into account the candidate's initial ranking and the outcome of their zoom interview, the committee decided by consensus on a short list of five candidates that we would like to invite for campus interviews. The committee feels that given that different areas of this extremely broad field are being considered, five candidates are needed for us to do a thorough job. The five candidates include two cosmologists, two particle astrophysicists, and one candidate that would bring a new area to the department that is synergistic with existing efforts.

