Position Title and Number:	Design Department Chairperson #19589
Search Committee Chair:	Susan Petry, Dance
Search Committee Diversity Advocate:	Rebekah Matheny, Design faculty
Search Committee Members:	Design faculty: Paul Nini, Sebastian Proulx, Elizabeth Sanders, Kyoung Swearingen Design staff member: Gabe Tippery Design graduate student: ███████████

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: Associate Dean for Diversity Equity Inclusion Wendy Smooth ████████
Subject: Approval Request: Faculty Search Diversity Recruitment Report

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

1. APPLICATIONS AND COMMITTEE TRAINING

- Did the search committee chair and/or members attend the "Searching for Inclusive Excellence" training and/or include a trainer at one of their committee meetings? If not, explain why not.

  Yes, all search committee members have attended the training.

- 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 2021-February 2022]:

  Hire a department chairperson in Design. September 2021–March 2022.

- What populations are underrepresented in the department/school?

  Design currently includes 8 Female, 8 Male, 1 BIPOC, 3 Asian American and 12 White full-time faculty members. BIPOC populations are currently underrepresented in the department.

- 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.

  The position announcement was placed in the few available outlets that would be viewed by potential BIPOC candidates, including the online job board of the Organization of Black Designers (OBD). Search committee members also identified and approached the small number of known BIPOC senior design educators about the position announcement. These strategies did not, however, result in applications from BIPOC candidates. Professionally, only 2.3 % of interior designers, 3.5% of graphic designers, and 1.6% of industrial designers are black. This is even more limited when considering academics and especially at the rank of Full or Associate and with the experience to be chair.

- Did diversity and inclusion, or broadening participation, or related issues arise in discussions during the search process? If so, describe the nature and outcome of such discussions. Did candidates submit diversity statements? How were the statements evaluated as part of the review process?

  All candidates were required to submit diversity statements. There was a range of responses received, some very substantial and some not. The committee did consider the nature of the responses as an indication of a candidate's understanding of and commitment to diversity and inclusion issues. Discussions also occurred to ensure that all search committee members looked carefully at any minority applicants with an eye toward putting aside any traditional, possibly biased views of candidate qualifications. The committee conducted 9 interviews over Zoom with 2 Female, 7 Male, and 2 South Asian, 1 Asian American and, 6 White preliminary candidates. While the department is 50/50 Male/Female, there is a need to diversify towards female at the senior ranks. Additionally, expanding internationally may begin to bring more diverse points of view, people, and cultures to the program. Our candidate #1 and #3 in particular could do this.

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- 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.

The total number of applications, 16, is fairly low. Given the requirements of the position, however, including senior faculty status, administrative experience, etc., a small pool is to be expected. As well, the position announcement did not appear in the Chronicle of Higher Education jobs listings, and that may have had a negative impact on applications received. As the EEO report shows, the applicants were 75% (12) Male, 18.75% (3) Female, and 6.25% (1) unidentified. As well, 62.5% (10) were White, 18.75% (3) South Asian, 12.5% (2) East Asian, and 6.25% (1) Latinx. The relatively low number of female applicants is somewhat disappointing and is below the number of women found in US design education administrative roles. The number of non-White candidates roughly aligns with percentages found in US design education. FYI – the current percentages of BIPOC US design educators are particularly low, anywhere for 3% to 8%, depending on the design discipline. While we would have very much liked to have attracted BIPOC candidates, we are not surprised with the results.

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

Please see the file – Chair, Dept of Design EEO Summary 01.10.2022.xlsx

2. SCREENING PROCESS

- Describe the screening process and criteria employed in the evaluation of applications received.

The committee created 8 criteria, drawing from the job call. Each committee member then gave each criterion a score to weight each criterion. The criteria were as follows, with the first having the greatest weight:

1. Possessing an ability to listen to, advocate for, and amplify the strengths and vision of the whole department
2. Candidate possesses an inclusive and participatory mindset to collaborate with faculty and staff to develop an innovative leadership vision for the future of the department
3. Demonstrated and effective evidence of leadership and administrative experience in academia
4. Evidence of a commitment to diversity, equity, and inclusion and demonstrated ability to work with a diverse body of students and colleagues.
5. Experience with successful collaborations and partnerships with other academic units in the university, community partners, and local, national, and international industry.
6. Candidate's past accomplishments suggest a good fit with the department culture
7. Likeliness of being tenured at Full rank in teaching, research, and service
8. Extensive work in graduate education to be able to support and develop the existing MFA programs.

Each committee member scored each applicant on a scale of 1-5 for each of the 8 criteria, and the total score became a starting place for seeing who rose to the top. Based on their scores, and discussion, we selected seven to interview on zoom prior to the December break. We knew the application was open until January 10, so we knew we might have a few more to look at when we came back. The initial seven interviewed included ▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮ *on our final short list, here, plus* ▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮ *. The remaining on the list did not present as prepared to chair a department in a major public institution. Following the break, there were two more applicants neither of whom presented as appropriate candidates. However, we did go back and reconsidered two candidates who provided some diversity in our pool (from India) and we interviewed both of them:* ▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮ ▮▮▮▮▮▮ *.* ▮▮▮▮▮▮ *has little leadership experience, but* ▮▮▮▮ *was met with some interest. We present him here on our final list but with hesitancy as he did not receive wholehearted endorsement from the committee nor from the department with whom we conducted a consultation on our short list of five:* ▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮▮ *. We will invite him if the Deans encourage us to do so, but at the end of the day, we are not convinced he is chair material.*

See this link for the full spreadsheet:

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We asked for phone references from the final five, and each committee member called two or three contacts for one of the candidates.

3. PROPOSED INTERVIEW POOL

- Briefly describe the credentials of the candidates that you propose to bring as finalists to campus. How satisfied are you with that pool and with its diversity? Please explain.

1) Dr. ███████████ *has a PhD in Cross-Cultural Management from the Grenoble-Alpes University in France, with the thesis subject "Design in Action, catalyst of multicultural teams' performance". She is currently Executive Administrator of Global Research Collaboration at the University of Chicago and Executive Director of the Global Initiatives and Strategy there. Prior to University of Chicago, she was Chair of the School of Design at the Université de Montréal from 2013-2017. Significantly, she was in senior positions at Herman Miller design firm for seventeen years. The committee is very enthusiastic about* ████████ *leadership skills, communication approaches, depth of design knowledge, international connections, and would be pleased to continue with female leadership; a positive reinforcement as parts of the design field are male dominated. Her international background also adds to the diversity of this pool. We are confident the P&T process will result in a Full Professor rank.*

2) ███████████ *is currently an Associate Professor of Digital Design within the Department of Visual Arts at the University of Colorado Denver. Previously he was the chair of this department overseeing and was the co-director of the Comcast Center for Media and Technology at the University of Colorado Denver. He is in the process of completing his doctoral degree in Leadership for Educational Equity in Higher Education and is expected to complete it this May. His MFA is in Photography and Electronic Arts and his undergraduate BFA is in Photography. The committee is encouraged by his leadership experience, doctoral research alignment with the search position, and feels he is qualified for the position. The committee was concerned about* ██████ *lack of graduate student engagement, but through our reference calls we were able to ascertain that his department does not have any graduate degree programs and his colleagues feel his intellectual depth and articulation skills are well suited for graduate students. His current department of visual arts does not include our three foundational design disciplines and instead houses Studio Arts, 3D Animation, Digital Arts, and Art History, closely aligning him with ACCAD. While there is concern he is not chairing a department that looks like ours, there is confidence he is knowledgeable and adept at making connections.*

3) Dr. █████████████████████████ *is currently listed as both a Lecturer and an Assistant Professor in Arts and Design at University of Canberra. As the Australian promotion and tenure system is organized differently than ours, the committee is a bit unsure about these qualifications in regard to the search announcement. His research record does seem roughly equivalent to our Associate Professor level, and his administrative experience includes having served as both a Discipline Leader and a Program Director in Design. Please see --* █████████████████████████████████ ███

- Were any of the candidates chosen for campus interviews veterans or a person disclosing a disability?

No.

- For each candidate chosen for a campus interview, briefly describe how the candidate would contribute to the diversity of the department/school. How would each candidate amplify the values of inclusion and excellence? How does the candidate's teaching, mentoring, research, and/or outreach and engagement amplify diversity and inclusion? How would the candidate contribute to ongoing or new diversity and inclusion initiatives in the unit?

1) ████████ *says, "As a scholar in cultural diversity and cross-cultural management, I am personally committed to seeking and celebrating diversity; respecting, enforcing fairness and justice, and facilitating inclusion with faculty, students, and staff." She is experienced working with programs for first-generation immigrant students, and also in raising awareness of gender bias in STEM. Not only did she articulate a resonant commitment to the values that underlie DEI work, but also in her cover letter and interview, she reiterates her consistent alertness to issues of access, bias, and cultural proclivities. For example, "... design institutions have a mission to raise awareness of design studies among young communities who have not been exposed to it because of their ethnic, cultural, social, or economic upbringings." In addition to her approach to leadership and education that constantly monitors for signs of marginalization and offers interventions, we note, as stated above, that having a woman in leadership is a positive factor.*

2) As a white male ██████ *does not outwardly present as a diversity candidate. However, we want to call attention to* █████ *research which is focused on design for diversity equity and inclusion as exhibited by his most recent 2021 publication "Critical Race Theory, Design Education, and Change, Rehearsing Racial Equity: A Critical Anthology on Anti-Racism and Repair in the Arts ." We also wish to note that the College of Arts and Media at the University of Colorado Denver is an urban campus located in a less affluent community and strives to advance underserved student populations through*

education. We believe that █████ would be an advocate for DEI and could assist in growing our outreach and recruitment efforts.

3) ███████ has been involved in DEI initiatives such as efforts to assist students with dyslexia and other learning challenges, and disadvantaged high school students struggling with preparation to pursue higher education. He appears to be well prepared to continue such efforts as part of our chair position. ███████ stresses in his diversity statement his ability to practice empathy in his teaching, research, and engagement activities. He strives to listen carefully, and to understand and be sensitive to cultural differences in interpersonal communications. His research focus is on technologies to facilitate aging in place with dignity. As a South Asian individual in a leadership and teaching role in Design, ███████ would provide a perspective for our student body that currently does not exist. He is well prepared professionally, and his experience in design as practiced in another part of the world would be helpful. Due to his understanding of and experience with DEI issues, we expect that he would be a good contributor to such initiatives.

Proposed Interview Pool Chart. This chart is mandatory but including the specific name is optional.

Total number of candidates selected for campus interviews	Gender of candidates interviewed, if known		Race/Ethnicity, Disability Status, and Veteran's Status of candidates interviewed, if known
	Female	**Male**	
3 (possibly 2 pending conversation)			American Indian or Alaska Native
			Asian
			Black or African American
			Hispanic or Latino(a)
	1	1	International Applicant
			Pacific Islander
			Two or More Races
		1	White
			Race Not Identified
			All by Disability Status = Yes
			All by Veteran Status = Yes
			Unknown status
	1	2	**TOTAL**