

Position Title and Number:	Scholar-Practitioner in Latinx and/or African Diaspora Dance and Dance Studies. #23162
Search Committee Chair:	N. McCarthy-Brown
Search Committee Diversity Advocate:	Crystal M. Perkins
Search Committee Members:	Harmony Bench Jennifer Adams Bhumi Patel

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?

All search committee members attended the workshop together, via Zoom on October 18, 2022 at 1-2pm EST.

Topic: Building Inclusive Excellence Search Committee workshop

Time: Oct 18, 2022 01:00 PM Eastern Time (US and Canada)

Nyama McCarthy-Brown, Search Committee Chair
 Crystal Perkins – Search Committee Member
 Harmony Bench – Search Committee Member
 [REDACTED] – Search Committee Member, Grad Student Rep.
 Jennifer Adams - Search Committee Member, Department Manager
 Charles O. Anderson, Department Chair

- 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]:



Hire a Scholar-Practitioner in Latinx and/or African Diaspora Dance and Dance Studies at the rank of Assistant Professor between the time period of the “active” search - October 2022-December 2023

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

Both in student and faculty demographics we have very little to no latine/latinx representation which impacts our course offerings. There is also limited representation in Asian faculty, which also impacts course offerings. We offer some courses centered on Asian content, and these are elective courses and only offered when we have qualified graduate students in the department that can teach them. There is no Native American faculty representation. More specifically we are critically underrepresented in terms of racial and ethnic identify amongst our core doctoral faculty.

- 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.

Each committee member as well as the Department Chair contacted ten or more faculty in academic institutions and national dance organizations across the country and internationally to request posting and sharing of the job ad.

We sent representatives to two professional dance conferences to share the posting.

- 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.



Yes. These topics were discussed at all meetings. The two issues that were most talked about were the need for Latinx faculty representation and the need for experienced PhD faculty with tools to support innovative research methods that center praxis (application of theory) in both research and pedagogy.



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

The committee read the diversity statements. Because all statements were sound, they were a non-issue. In the past, I have seen issues brought forward as red flags, as a result of these statements. This did not occur in this search.

- 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.

We had a diverse applicant pool of 23 candidates. Two Asian candidates, ten Black or African American, six white, three declined to report, five other, one unknown (some candidates reported identifying with more than one racial group). Two international candidates, one male and one female. In the overall pool, seven males and 16 female candidates.

We were satisfied with the diversity of the pool.

✓ **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
N/A			

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

Ability to advise and mentor doctoral students.

Rigorous research profile with a robust record of publications or potential in this area.

- Degree: MFA or PhD required by appointment start date of August 15, 2023; PhD preferred. ABDs are welcome to apply. These were equally weighted as minimum qualifications for the position.
- Cover Letter and CV: Candidates submitted their full complement of creative and scholarly listings in their CV and addressed their preparedness for this job posting in a cover letter. These were evaluated equally.
- Diversity Statement: Their statements of diversity, equity, inclusion, and justice were weighted at the same level.
- Research Samples: Candidates submitted links to examples of their artistic creative research and scholarly research. Evidence of ongoing research inquiry that demonstrates potential for tenure was the highest weighted individual category.
- Syllabi: After an initial review, candidates that were invited to a Zoom interview submitted a sample syllabi.
- ZOOM Interview: we interviewed nine candidates via Zoom that rose to the top of the pool with the first round of review and evaluation. In the 20-minute Zoom interviews we focused on five questions that inquired about the trajectory of their research, how they cultivate and support student creative and scholarly research, mentoring



and advising students and their research projects, how diversity, equity, inclusion and justice appear in their teaching, research and service and what kind of department they thrive in and their leadership style.

- Faculty and Staff discussion: The committee presented its top six candidates that resulted from the Zoom interview process and opened the files to them for their consideration. On January 23, 2023, the full faculty and staff discussed each of the top six candidates and selected the top three to put forward for invitation of a campus visitation.



- Complete the following table listing applicants who were *considered by the full faculty and not* chosen for a campus interview. Provide your more expansive notes of evaluation of these candidates below.

Applicant's Name	Evaluation	Candidate submitted diversity statement: Yes/No
1. [REDACTED]	Reading the file of [REDACTED], the faculty appreciated the focus on the Caribbean and intersectional theoretical lens that she brings in her research. There were some questions about this candidate's ability to translate artistic work and advising at the rigor of this department given her work with students that are at a liberal arts college and not pursuing a major.	Yes
2. [REDACTED]	Reading the file of [REDACTED], faculty were reminded that we used to hold a lecturer music position. Faculty were excited about the idea of having a colleague that could support our students as they learn rhythm in the African diaspora - and can teach drumming. The faculty had concerns that his research was dated and that he had limited publications. However, this candidate was running a dance department and advising students internationally and likely that has taken him away from research.	Yes
3. [REDACTED]	Reading the file of [REDACTED], we noted that she opened up the discussions of Africanist aesthetics beyond West Africa and the circum-Atlantic. Faculty had concerns that her movement classes sit too far outside the focus of the department and might not be able to synergize with the department offerings in a robust manner.	Yes
4.		
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3. PROPOSED INTERVIEW POOL

- Briefly describe the credentials of the candidates that you propose to bring as finalists to campus.

Candidate's Name	Description of Credentials	Candidate submitted diversity statement: Yes/No
1. [REDACTED]	PhD, MFA - eight years teaching in higher education	Yes



2. [REDACTED]	PhD, MFA, MA – twenty-four years teaching in higher education	Yes
3. [REDACTED]	PhD, MFA – fourteen years teaching in higher education	Yes
4.		
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- For each candidate chosen for a campus interview, briefly describe how each candidate would amplify the values of diversity, inclusion and innovation. 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?

Name	Description
1. [REDACTED]	<p>[REDACTED] is a scholar-artist who utilizes innovative research methods, both creative and scholarly. This would add a new dimension to all of our programs. Dr. [REDACTED] research focus on Latinx Queer communities and intersectionality would further expands the department's ability to support courses and students with culturally informed research foci. This would contribute to our curriculum drawing upon Latinx cultural epistemologies and creative practices. He would also greatly enhance our engagement with queer theory outside of the western epistemological approaches which would greatly support us both in recruitment and retention of diverse graduate populations interested in dance studies informed by diasporic ways of knowing and creating. Additionally, his strengths as a maker, community engaged scholar, and movement practice instructor would fortify areas in the department that could use reinforcement and support. Dr. [REDACTED] meets the RAISE call for new faculty whose research addresses equity and social disparities and also bridges gaps between the community and academic spaces.</p>
2. [REDACTED]	<p>[REDACTED] is a scholar-artist focused on research in the Latin/Afro-Latin diasporas. As an advisor, she brings a lot of needed experience into our graduate department. Coming from another institution, she could infuse the department culture in a unique way. The faculty is excited to expand connections with Brazil and capoeira. In particular, her expertise in capoeira would be ripe with opportunities for cross-cultural creative research with African diasporic forms already practiced in the department and adding to the movement practice area in general. Her experience with ethnographic research would also be a needed support for the department. Dr. [REDACTED] meets the RAISE call for new faculty whose research addresses equity and social disparities.</p>



3. [REDACTED]	<p>Dr. [REDACTED] is a respected scholar of hip hop dance studies, performance studies, women and gender studies, and community practices. This candidate meets the RAISE call with a research profile that centered marginalized voices and dance forms, and creative processes not routinely seen or accessed in the academy. Additionally, Dr. [REDACTED] would teach hip hop improvisation, a sorely needed creative practice component in our dance studies curriculum Her expertise would bolster the emerging hip hop courses within the African Diasporic area of our dance movement practices. More specifically, Dr. [REDACTED] would teach hip hop improvisation, a sorely needed creative practice component in our dance studies curriculum. Dr. [REDACTED] would also teach a needed department theory course, Ethnography. This candidate would greatly enhance our curriculum using Latinx, Asian, and African informed epistemologies in her creative practices, and scholarly publications. Dr. [REDACTED] would also greatly enhance our engagement with queer theory outside of the western epistemological approaches which would greatly support us both in recruitment and retention of diverse graduate populations interested in dance studies informed by diasporic ways of knowing and creating.</p>
4.	
5.	

OTHER NOTES:

PLEASE ATTACH EEO REPORT FROM ACADEMIC JOBS ONLINE



EEO Report


• **Dance:** [AP #23162, 2022/10/05-2023/04/05] Scholar-Practitioner in Latinx and/or African Diaspora Dance and Dance Studies

Applicant Race	Total Appl		Asian		Black or African American		White		Declined		Other		Unknown		Multiple Selected		Int'l Appl	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Male	7	30.43%			4	40%	1	16.67%			2	40%					1	50%
Female	16	69.57%	2(2)	100%	6(1)	60%	5(3)	83.33%	3	100%	3(1)	60%	1	100%	3	100%	1	50%
Total Appl	23	100%	2(2)	7.41%	10(1)	37.04%	6(3)	22.22%	3	11.11%	5(1)	18.52%	1	3.70%	3	13.04%	2	8.70%

Applicant Ethnicity		Total Appl	Asian	Black or African American	White	Declined	Other	Unknown	Multiple Selected	Int'l Appl
Hispanic or Latino	Male	2					2			
	Female	6		2(1)	1(1)	1	3(1)	1	1	
	Total Appl	8		2(1)	1(1)	1	5(1)	1	1	
Not Hispanic or Latino	Male	5		4	1					1
	Female	8	2(2)	3	4(2)	1			2	1
	Total Appl	13	2(2)	7	5(2)	1			2	2
Declined	Male									
	Female	2		1		1				
	Total Appl	2		1		1				
Total	Male	7		4	1		2			1
	Female	16	2(2)	6(1)	5(3)	3	3(1)	1	3	1
	Total Appl	23	2(2)	10(1)	6(3)	3	5(1)	1	3	2

Applicant Disabilities		Total Appl	Asian	Black or African American	White	Declined	Other	Unknown	Multiple Selected	Int'l Appl
No	Male	7		4	1		2			1
	Female	13	1(1)	5(1)	4(2)	3	2(1)	1	2	1
	Total Appl	20	1(1)	9(1)	5(2)	3	4(1)	1	2	2
Declined	Male									
	Female	2		1			1			
	Total Appl	2		1			1			
Unknown	Male									
	Female	1	1(1)		1(1)			1		
	Total Appl	1	1(1)		1(1)			1		

Total	Male	7		4	1		2			1
	Female	16	2(2)	6(1)	5(3)	3	3(1)	1	3	1
	Total Appl	23	2(2)	10(1)	6(3)	3	5(1)	1	3	2

Applicant Veteran 		Total Appl	Asian	Black or African American	White	Declined	Other	Unknown	Multiple Selected	Int'l Appl
No	Male	7		4	1		2			1
	Female	16	2(2)	6(1)	5(3)	3	3(1)	1	3	1
	Total Appl	23	2(2)	10(1)	6(3)	3	5(1)	1	3	2
Total	Male	7		4	1		2			1
	Female	16	2(2)	6(1)	5(3)	3	3(1)	1	3	1
	Total Appl	23	2(2)	10(1)	6(3)	3	5(1)	1	3	2

*** For the race/gender data, the numbers in the parentheses, if any, represent multiple selections. For example, 800(25) means that 800 applicants selected that race, and among them 25 made multiple selections which include that race. See the [FAQ](#).

*** "Int'l Appl" refers to those applicants with mailing addresses in other countries (and some may be your citizens), and their responses are already included in the overall summary data.

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