

The University of Florida prides itself in fostering an inclusive environment. To continue engaging in inclusive hiring practices, it is recommended to assign or include an equity advisor as part of the faculty search process.

The equity advisor may be a member of the search committee or may be an advisor to the search committee. The role of this individual is to assist the search committee in ensuring that equity and most importantly inclusive practices were used in all aspects of the recruitment process.

During the search process, equity advisors will provide assistance in the following areas:

- Assist the Hiring Authority in the selection process of the search committee and its chair.
- Provide advice as needed to ensure the search ad is posted in multiple venues that attract a diverse pool of applicants.
- Provide advice as needed to the chair/dean and to the search committee to ensure that contributions to diversity are being considered and that proactive search practices are used for recruiting and selecting new faculty.
- Discuss research on selection bias with the search committee.
- Review the diversity of the availability pool and the applicant pool. If the diversity of the applicant pool does not reasonably reflect the diversity of the availability pool, suggest proactive measures to enhance the diversity of the applicant pool.
- Review the short list of candidates selected for interviews. If this group is not diverse, review the files of other applicants (particularly those under serious consideration) to determine if candidates of equivalent quality have been overlooked.