



The Office of the Senior Vice President and Provost presents two virtual opportunities for education and training on recruitment and hiring. In line with our strategic goal of becoming a top tier public research university, part of our strategy is to “hire leading faculty who will help take OU’s reputation to the next level” as well as “develop and retain an outstanding diverse faculty and staff” (*Lead on Plan, Pillar 1: 1:2:3*). These workshops will offer information that will support departments in this effort.

Registration link for both workshops
<https://forms.office.com/r/cTLMNEXMAY>

Workshop #1

What: Hiring and Recruitment of Diverse Faculty
Who: Chairs, Directors and Search Committee Members
When: Tuesday October 5th, 1:00-3:30pm
Delivery: Virtual (Link will be sent later)
Registration is Required.

Schedule

1:00-1:10 Introduction and opening remarks

- André Wright, Senior Vice President and Provost
- Shaniqua Crawford, Director, Equal Opportunity Office

1:10-1:40 Getting the search started (formation of search committees, composition and training)
Kelvin White, Associate Dean, College of Arts and Sciences

1:40-2:10 Active recruitment and support for URM faculty
Jane Irungu, Associate Provost for Inclusive Excellence

2:10-2:40 Implicit bias in hiring (self-awareness, screening of candidates, interviews etc.)
Megan Elwood-Madden, Director Center for Faculty Excellence

2:40-3:10 Online/campus visits/ post recruitment practices/retention.
Lori Snyder, Interim Vice Provost for Faculty

3:10-3:25- Interfolio basics for search committees (how to generate diversity reports, etc.)
Karen Horne, Center for Faculty Excellence

3:25-3:30 Wrap-up and Announcements

Workshop #2

What: Building Hiring Rubrics: Identifying excellent faculty and the importance of cultural competencies

Who: Search Committee Chairs & Members (Optional for others)

When: October 13th 2:00-4:30pm CDT (12-2:30pm PT)

Delivery: Virtual (Link will be sent later)

Registration is Required.

Workshop Description

We invite faculty on search committees to continue growing their skills and knowledge. This workshop will expand on the content and practices that support building and using rubrics for identifying excellent faculty. Excellence is defined here as people who are skilled, knowledgeable and culturally competent scholars and teachers; for excellence requires skills in cultural competencies.

Dr. Emma Coddington has led an institutional and science department through re-imagining and implementing culturally competent University hiring practices. Dr. Coddington will be offering the rubric framework, tools and practices in a 2.5-hour workshop. In this workshop, you can expect to apply your current skills and practices in small groups and discuss how to design questions and read culturally competent teaching and research of applicants. You will leave with a working knowledge of reading applications using enriched rubrics, how to build these kinds of rubrics, and the tools Dr. Coddington and others are successfully applying in their searches.

Facilitator BIO



Dr. Emma Coddington is a neuroethologist and neuroendocrinologist whose scholarship is led by the question: How does stress and pro-social experiences shape internal state, unconscious decision making, and ultimately behavior. In alignment with her upbringing in New Zealand, she learns from and with animals, but her NSF-funded biophysics research has focused mainly on newts, and to a

lesser extent mice, guinea pigs, frogs, and caterpillars. Te Ao Māori principles and tikanga practices guide this work, and weaving disability and sociological theories is a natural extension, allowing the intentional incorporation of social ecology into the framework of understanding animal behaviors. This framework and research informs her teaching, research and service to the profession.

As a longtime member of Biological Science departments, and more recently in the Women and Gender Studies program, Neuroscience special major, and the chair of the Multicultural Affairs committee in a liberal arts college; Dr. Coddington has been a co-creator reimagining ways in which the academy can engage more ethically and dynamically to meet this rapidly changing world, and the students who are seeking to be prepared for it.

She offers workshops to scientists, academicians, administrators and students in the academy, federal and state agencies. For example: Reframing Imposter - understanding how social ecology can be internalized in order to stay engaged and on purpose; Applying the scientific method and physiology to our own cultures to assist science departments and medical schools to initiate cultural change in classrooms and committees; Hiring for excellence and the necessity of incorporating cultural competencies. She is a white-presenting HoH-crip associate professor who has engaged in research and teaching at the U.Otago, Ohio U., Oregon State U., Oregon Health Sciences U., U.Wyoming, and most recently, Willamette U. Dr. Coddington has consulted with faculty and administrators at Universities and Medical Schools (CCNY Medical School, U. Alaska Anchorage), as well as federal and local state agencies such as Fish and Wildlife, US Geological Services, and the US Forest Services. Due to the increasing need for this work to be accessible in other institutions and her own disabilities she elects to be an independent scholar these days, and can be contacted at resilience4dj@gmail.com.