

# We're changing our TT search process!

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## Current Process

- Search Committee chaired by ADA
- HR education
- Qualifications
- Telephone interview
- Campus interview
- Reference Check

## Background

- Search committees reproduce whiteness (Sensory & DiAngelo, 2017)
- Revised search process
- Search committee membership
- Job description (Smith, Turner, Osei-Kofi, & Richards, 2004)
- Patterns of exclusion & control
- Barriers for nursing faculty (Salvucci & Lawless, 2016)

## New Process

- Appoint diverse committee by Dean
- Add diversity to job description
- Define elements required for cover letter
- Develop questions for phone interview
- Develop questions for campus interview
  - Teaching
  - Scholarship
  - Service
  - Diversity
- Review issues from LAMP survey
- Educate faculty on diversity r/t recruiting, interviewing, & retaining diverse faculty

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diversity, equity, and inclusion*

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## Biography

Dr. Dyck received her BSN from Goshen College, MSN from the University of Virginia, and PhD in gerontological nursing research from the University of Iowa. Since 2003 she has studied quality of care in Illinois nursing homes. Dr. Dyck has been an RN for over 40 years, including 6 years as a nursing home administrator. She has worked as a staff nurse, clinical nurse specialist, faculty, and consultant in long-term care. She served on the board of directors of a retirement community for 9 years. She has been the Project Director on a HRSA funded Nursing Workforce Diversity grant.



### Contact Information

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