

Search Advocate Program and Training

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Search Advocacy in a Nutshell

Key Principles

Embedding diversity, equity and inclusion into searches

Continuous professionalization in arena of equity and inclusion

Culture building, climate shifting

- **260+** trained search advocates
- Oregon State University (at this since 2008) provides UO the model and the workshops
- More than **60** UO campus units using search advocates, since pilot start in 2018

Indicators of Embeddedness:

- **Demand is high**
- **OVPRI, Libraries, UESS and UOPDX all hope to have search advocates on every search they launch.**
- **Tenure Track Faculty Searches seeking search advocates**



Search Advocacy Complements Existing HR Practices

Key Principles

Cross-training: HR professionals getting further versed in DEIA & faculty/staff are getting versed in intricacies of HR work.

- We are finding “shared space” around the key node of recruitment.

Learning as we go...

What is search advocacy?

My “pitch”

1-Help us work together to create a more equitable and inclusive search.

2-Challenge us all...

3-I'll ask questions...

4-I'll help us create a criteria matrix...

5-Facilitate UP FRONT discussion about how the committee will handle:

Known applicant issues

Potential conflicts of interest

Googling candidates, etc.

6-Serve as an advisor watching for ...

Opportunities to intervene are different with every search.

Value Search Advocacy Brings

Ability to focus **exclusively** on 'equity' and equitable and inclusive process.

- Providing perspective w/o being enmeshed in power dynamics
- Unbiased outside party
- Support for faculty/staff of color on search committees
- Check against bias creeps into process
- Presence of search advocate can enable other search committee members to raise issues of diversity...

• **See Document with Testimonials**

Role of Search Advocate Starts Early in Process...

Key Principle

Words matter. What does your job ad language signal, and to whom?

- An example of an ‘intervention’: **Signaling the Importance of DEI in job ads/position descriptions...**

[See Signaling Document for full discussion.](#)

More interventions...

- Asking clarifying questions
- Making sure committee members have relatively equal “airtime”
- Set up for candidate review meetings—start with strengths

• **Student example.**

• **Dean example.**

Search Advocate Tactics/Approaches

- Widen eyes
- Two fingers on forehead
- Ask questions...

Can you say a bit more about that?

I'm not sure I know what you meant by that comment...

Which of our criteria does that relate to?

- As unique as you are...



Barriers to intervening in Search Committees...

- Power dynamics/authority/level of status and influence
- Overstepping boundaries
- Assuming they didn't mean it
- Conflict avoidance
- Finding the right words
- Embarrassment

- Debating if saying something will make it worse
- Sense of time pressure
- Shock
- How we're feeling that day...

Hmmmm.

Why is it important to intervene anyway?

- It's the right thing to do
- To be an ally for those who are the target
- To make the best hire
- To have positive change
- To change culture
- To stand in the gap; create an inclusive environment

- To underscore shared community values
- To model better behavior
- To hire for inclusion and diversity
- The pressure NOT to intervene is part of how systemic bias is perpetuated



Support

- Search advocate peer-coaching sessions every 2 weeks:

One meeting for tenure track faculty search advocates and one for all other search types.

- [Search Advocate Training Multi-Day Workshop - March 2022](#)
- Training will be from 9:00 am-1:00pm on each of the 4 following session dates:
 - Friday, March 11, 2022
 - Monday, March 14, 2022
 - Wednesday, March 16, 2022
 - Friday, March 18, 2022
- [Search Advocate Training Multi-Day Workshop - May 2022](#)
- Training will be from 9:00 am-1:00pm on each of the 4 following session dates:
 - Monday, May 9, 2022
 - Wednesday, May 11, 2022
 - Friday, May 13, 2022
 - Monday, May 16, 2022

Opportunity for professional growth!
Organizational learning in motion.



VISION for Search Advocacy at UO

- Full-time Search Advocate Program Director
- UO Leadership Role in National Search Advocate Community of Practice
- Faculty and staff employees who more closely correspond to our student body.

Thank You!

Questions?

