

NM SMART Grid Center Faculty Hiring Guidelines

The New Mexico EPSCoR SMART Grid Center envisions a modern, secure, and sustainable electric grid supported by a diverse, next generation workforce. Part of inspiring and training a diverse workforce includes hiring diverse faculty. Our Center has ambitious diversity goals for new faculty hires (>50% female or under-represented minority).

Crafting a Position Description

- ▶ For NM EPSCoR hires, describe the NM SMART Grid Center: "This faculty hire will be an integral part of the NM SMART Grid Center, a statewide, five-year, \$24 million NSF-funded project, that includes collaboration with other academic institutions and two national laboratories, and opportunities to participate in mentoring and training opportunities."
- ▶ Include "Cues of Belonging" like "This is a family-friendly institution" and cite statistics about the diverse student body of your institution and the diverse New Mexico population.
- ▶ List a set of broad qualifications to encourage more applicants to self-select into the pool. Consider language like "possible research areas could include, but are not limited to" or "demonstrated success in teaching and mentoring diverse students" to cast a wide net.

Reaching a Broad Pool of Applicants

- ▶ Share your position description with the NM EPSCoR State Office to be circulated to the NM SMART Grid Center team members.
- ▶ Share your position description with professional organizations, especially those with diverse members.

[American Indian Science and Engineering Society \(AISES\)](#)

[Society for the Advancement of Chicanos and Native Americans in Science \(SACNAS\)](#)

[National Society of Black Engineers \(NSBE\)](#)

Search Committee Practices

- ▶ Ensure that your search committee has diverse membership, taking into consideration gender, age, ethnicity, race, area of expertise, and seniority.
- ▶ Meet as a committee before the search begins to develop criteria to screen and rate candidates.
- ▶ Acknowledge that everyone has biases and tends to favor those with similar experiences and backgrounds.

Links to More Resources

[Faculty Search Resources](#) from [ADVANCE](#) at UNM (toolkit, campus candidate visit protocol, etc.)

[Faculty Hiring and Recruitment Toolkit](#) and [ADVANCE](#) at NMSU

[Computer Alliance of Hispanic Serving Institutions \(CAHSI\)](#)

[ASPIRE](#) The National Alliance for Inclusive & Diverse STEM Faculty