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