



DU-GROW

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OBJECTIVES

Redesign Search Committee training toward problem solving approach in support of departmental leadership

ULTIMATE GOAL

Provide training and support for chairs, directors, deans and members of search committees toward increasing representation of historically excluded faculty

ACCOMPLISHED (2022)

- Established baseline of support structures and barriers in hiring based on current practices and iChange study
- Consultation with EOIX and HRIC toward understanding the potential of external equity advocates.

Learn more at our website:



IN PROGRESS (2023)

- Creation and redesign of support training for leadership and search committees
- Embedding the understanding of equity within the hiring process
- Deliberate Decision Making (DDM) model

NEXT STEPS: (2024)

- Implementation of training and evaluation programs for leadership
- Creation/installation of "Equity Advisors" within search committees

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