

SCHOOL OF INFORMATICS

Strategy Committee

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Always interview outliers

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Background –

In recent interviews, there have been no outliers, such as women or BME (black and minority ethnic) candidates. Not only does this hinder our attempts to increase diversity, it also misses an opportunity to snap up some of the best candidates - the ones our competitors will miss because they may not appear as qualified by traditional metrics, even though they exceed on other measures. E&D is already taking steps to increase the pool of diverse applicants, an action which will complement the proposed policy.

Action requested from the committee

Approve the policy proposed below:

We should adopt the following trial policy: in the set of interviews for each academic hire, there will always be at least one outlier. This trial should last for at least one year, and until every institute has been involved in at least two hires. If after the trial we find that the 'outlier' candidate is consistently not competitive with the other candidates, then we should reconsider.

The proposal is to apply this for academic hires, but we could choose to adopt the policy for all hires. The definition of outlier depends on the applicant pool - for an academic post, outliers would be women or BME candidates, while for a secretarial post outliers might include males or BME candidates.

Equality and diversity implications – Y/N [Y] Provide details.

This action will improve our diversity, and will strengthen our Athena Swan application.

Resource implications (staff, space, budget) – Y/N [Y] Provide details.

Staff time to interview up to one additional candidate per hire.