

SESSION: DIVERSIFYING THE PROFESSORIATE: DESIGNING SYSTEMS TO INTERRUPT INEQUALITY

Consider the level of interventions: **Program, Institution, System**

Career Stage 1: Pre-Professoriate

	Barrier	Interventions	What is not working?	Improvements
1.1) Undergraduate preparation	<i>Example: exposure to research and other graduate school awareness opportunities</i>	<i>Example: Undergraduate research (independent & classroom-based)</i>		
1.2) Graduate school training	<i>Example: Socialization-based training</i>	<i>Example: Cohort-based support</i>		

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Career Stage 2: Entry and Persistence in Professoriate

	Barrier	Interventions	What is not working?	Improvements
2.1) Recruitment and selection process	<i>Example: Selection committee bias</i>	<i>Example: Selection committee training</i>		
2.2) Early career support	<i>Example: Structured peer networks and mentoring</i>	<i>Example: Structured peer networks and mentoring</i>		

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2.3) Ongoing faculty development and promotion	<i>Example: Tenure and promotion criteria disconnected from workload or values</i>	<i>Considerations for mentoring and participation in HIPs in tenure and promotion</i>		
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