

Bias	Definition
Cloning	Replicating oneself by hiring someone with similar attributes or background. Undervaluing a candidate’s research because it is not familiar; expecting candidates to resemble someone whom the search committee is replacing. Over time, cloning limits the scope and breadth of the department’s approaches and perspectives in research, teaching, and service.
Crystal Ball Gazing	Predicting, on behalf of a candidate, an outcome, desire, preference, ability, interest, or otherwise. This can manifest both before and after speaking with a candidate. For example, “This candidate won’t stay here long because of _____”.
Cultural Noise	Increasing qualifications for certain candidates because their skill set or experience doesn’t strike committee members as trustworthy. Downgrading qualifications based on accent, dress, demeanor, etc. In short, uneven expectations based on a candidate’s social identity.
Euphemized Bias	“Visionary”: “He has vision” or “She lacks vision.” Members of dominant groups are often evaluated based on perceived potential whereas underrepresented groups are judged on their accomplishments and their track record only. “Star”: “She’s clearly a rock star” or “He’s not a star.” Used when the speaker is an infatuated fan of the candidate under consideration. When you hear it, ask the speaker to explain the term and support it with evidence. “Committed,” “Single-minded,” or “Hard-worker”: Be mindful of terms that might cloak a bias against care-givers or other family commitments.
First Impression Error / Snap Judgements	Making judgments about the candidate with insufficient evidence. Dismissing a candidate for minor reasons or prematurely labeling a candidate “the best” and ignoring positive attributes of the other candidates. Often occurs when the hiring process feels rushed.
Halo / Horn Effect	Allowing one trait (either good or bad) to overshadow other traits, behaviors, actions or beliefs. It also applies to ideas or opinions that can impact equity within the search committee themselves.
Negative / Positive Stereotypes	Characterized by presumptions of competence/incompetence based on identity. The work of women and underrepresented minorities is often scrutinized more than majority faculty. Dominant group members often receive the benefit of the doubt: negative attributes glossed over, positive attributes amplified.
Nonverbal Bias	Increasing qualifications for certain candidates because their skillset or experience doesn’t strike committee members as trustworthy. Downgrading qualifications based on accent, dress, demeanor, etc. In short, uneven expectations based on a candidate’s social identity. This is the same definition as Cultural Noise?
Proxy Language	Interpreting or substituting the language on a candidate’s application materials or during their interviews to make inferences/conclusions that lead to the qualification or disqualification of a candidate. This also includes making decisions based on private information that the committee does not have the right to consider when qualifying a candidate. For example, disqualifying a candidate with an accent because they will face communication challenges in the workplace.

Bias	Definition
Raising the Bar / "Star" Effect	Using one candidate's experience, skill, experience or accomplishment to set a new standard by which all other candidates will be measured against. Candidates who lack this experience, skill, competency or accomplishment are then disqualified. This new standard is not reflected in qualifications originally expressed as necessary to perform the responsibilities of the position.
Ventriloquizing	Speaking on behalf of a candidate or "putting words into the candidate's mouth" that they did not say. For example, "This candidate clearly won't be happy here because of _____"