

**ADVANCE at UNM
Faculty Recruitment Survey
Preliminary Aggregate Results**

Figure 1.

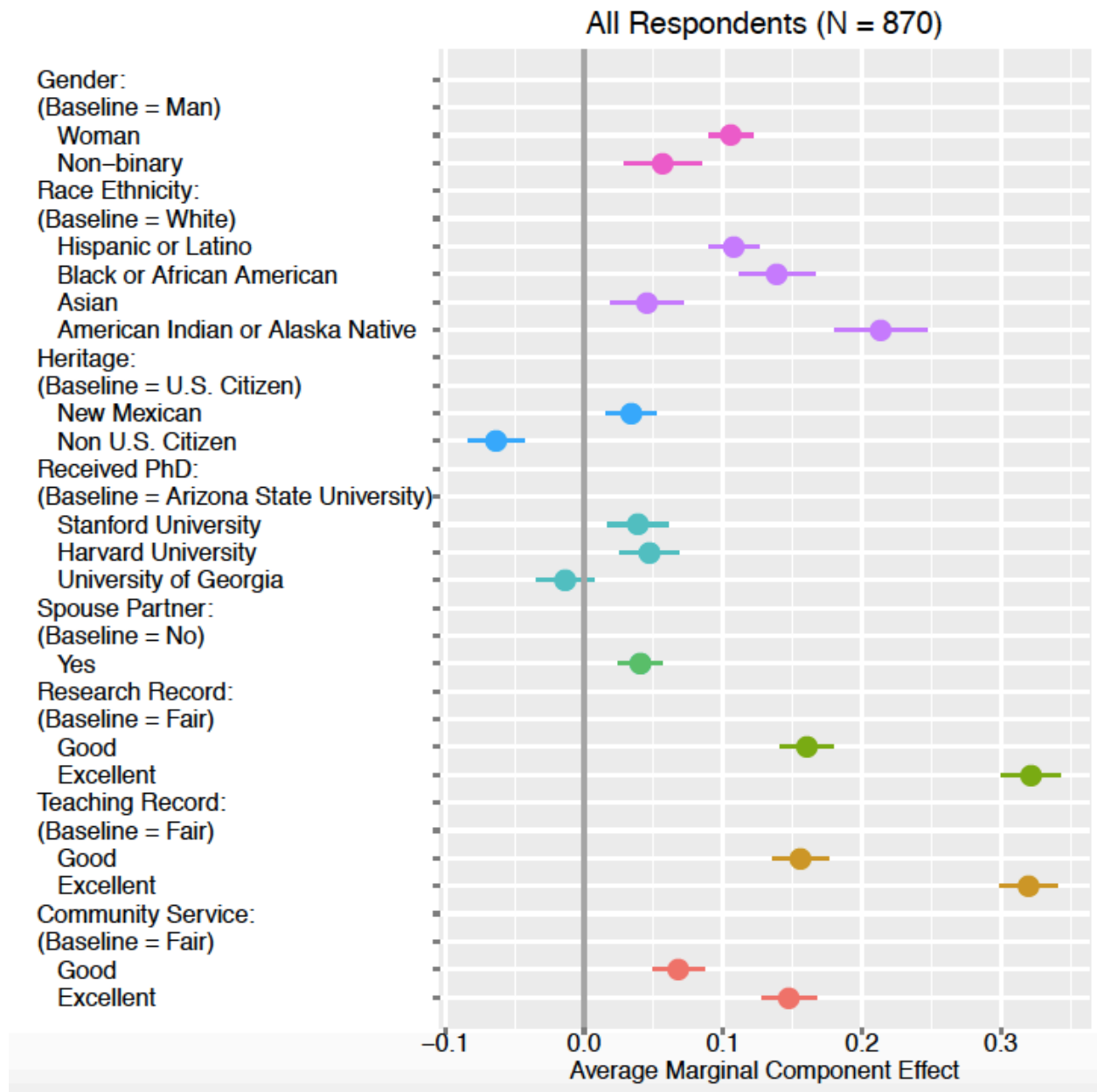


Figure 1 depicts the estimated average marginal component effects (AMCE) on respondents' preferences for faculty recruitment. The outcome variable is whether or not a respondent chooses a hypothetical candidate as one that should be given priority in faculty recruitment. Each point represents an estimated change in the probability of choosing a hypothetical candidate containing that attribute-level (e.g., "Woman"), compared against a hypothetical candidate with the baseline category (e.g., "Man"). The horizontal bars represent 95% confidence intervals robust to clustering at the respondent level.

The figure reflects preferences for all 870 UNM faculty members for whom responses were recorded. These are very preliminary results and should be interpreted with caution.

The preliminary results confirm that respondents place high priority on candidates with excellent records on research, teaching, and community engagement. Holding other characteristics equal, respondents also show a marked preference for candidates who are members of minority racial or ethnic groups, with the largest effects for Native American candidates. Women candidates were also more likely to be given priority than men. Faculty were slightly more likely to prefer native New Mexican candidates and less likely to prefer non-US citizens, relative to candidates from US states other than New Mexico.

The ADVANCE at UNM Team