Affirmative Action, Equal Opportunity and Diversity Search Procedures

ALL JOB VACANCIES REQUIRE AN ONLINE APPLICATION

The Safari Browser for Mac is not compatible with this online application process.

Fernando Guzman III. Ph.D. – Director of Diverse Faculty and Staff Recruitment and Retention

Basic Function: Direct a focused effort to recruit and retain a diverse faculty and staff; Manage diversity initiative to recruit and retain diverse employees; Develop strategies to provide support and direction to search committee and to establish national and international recruitment networks to identify diverse candidates.

For faculty searches only: Contact Dr. Guzman for assistance prior to establishing your posting.

A. Search Chair Responsibilities:

1. Complete search procedure training.
2. Compile the initial search documentation.
3. Explain the requirements of serving on a search committee to all members.
4. Ensure that the search committee understands the search process.
5. Coordinate search committee meetings.
6. Ensure interview notes are taken during the interview process and submit to AAEOD at the conclusion of the search process.
7. Ensure accurate documentation in the HRA system when conducting the search process.
8. Formally communicate with candidates and finalists on behalf of the University.

B. Search Committee Member’s Responsibilities:

1. Complete search procedure training.
2. All members of the search committee are charged with the responsibility of assisting with evaluating applicants for interviews, participating in the interview process and selecting or recommending the final candidate(s).
3. Search committees have two options when evaluating applicants:
   a. Each member must evaluate all active applicants or
   b. Using a division of labor method, each member would only evaluate applicants assigned to them. (Applicant pool can be divided among search committee members for review.)
   c. Each committee member must complete an applicant rubric for the applicants they evaluate.
4. Neither the search chair nor the search committee members may serve as a reference for candidates in the pool for which they have assumed search committee responsibilities.
5. Search committee members are cautioned to limit their evaluation of applicants to the material submitted by the applicant against the required and/or preferred qualifications.
6. Personal information about applicants known by search committee members may not be utilized in the evaluation of candidates.

C. CONFIDENTIALITY

Information obtained regarding a candidate, including the status of an application within the process, must remain confidential throughout the process and thereafter. No search committee member may contact an applicant individually or discuss the qualifications of a candidate outside of the search committee.
accepting search committee membership, each member assumes responsibility not to mention any candidate’s name or status, or the content of any search committee’s conversation to any non-committee persons within or outside the institution.

Note: Paper copies of resumes and cover letters created must be shredded.

D. Completion of Applicant Listing

1. Determine if the applicant is qualified.
2. List specific non-select reasons for all applicants you do not wish to interview and they should relate directly to the numbered qualifications stated in the job posting i.e., applicant lacks/weak in required qualification #_____.
3. Select which of the qualified applicants you would like to interview. (All qualified applicants do not have to be interviewed.)
4. Identify candidate(s) you wish to place on hold. “Hold” status allows search committees to return to the pool of candidate(s) for future consideration.
5. No more than 20% of your qualified (active) applicants should be placed on hold.
6. “Hold” status candidates not interviewed not hired should have a non-select reason, “Required qualifications not as strong as candidate selected.”
7. You CANNOT contact applicants until the applicant listing is approved by the staff of AAEOD and the staff of HRA, or, if faculty, the staff of AAEOD and the respective Dean of the college.

DOCUMENTATION: A MASTER RUBRIC EVALUATION ON ALL APPLICANTS MUST BE COMPLETED AND FORWARDED ELECTRONICALLY TO THE AAEOD OFFICE WHEN REQUESTING INTERVIEW APPROVALS.

A MASTER RUBRIC is a consolidation of all committee members’ evaluation developed by the chair. Link to a copy of the rubric:

• https://web.uri.edu/affirmativeaction/files/Evaluation-Rubric-Template-II-Updated-062217.xls
E. References

1. Only the references listed by the applicant may be contacted. Reference checks may be conducted either before or after the interview process.
2. If candidate(s) received poor or inadequate references, the non-select reason is available in the drop down menu.
3. If you wish to contact references not listed, approval must be granted by the candidate(s).

DOCUMENTATION: NOTES FROM ALL INTERVIEWS MUST BE FORWARDED ELECTRONICALLY TO THE AAEOD OFFICE AT THE END OF THE SEARCH PROCESS.

F. Approvals for interviews

1. The search process requires approval for interviews:
   a. For STAFF positions, AAEOD and HRA.
   b. For FACULTY positions, AAEOD and the respective dean of the college.
2. For interview and hold approvals, candidate(s) status in the system should read “Interview Pending” and/or “HOLD.”
3. All requests for approvals from the search chair will be accomplished via email with the SUBJECT LINE indicating the POSTING NUMBER (SFXXXXX).

G. Interviews

Approvals for interviews includes both preliminary and on-campus interviews

1. Preliminary
   a) Preliminary conference telephone and Skype interviews are recommended.
   b) Have as many of the search committee members in attendance as possible.
2. All interviews must be conducted with as much consistency as possible.
   a) Ask the same questions of each candidate.
   b) Have the search committee members attend each interview.
c) Whenever possible, invite the same community members to meet with each candidate.

3. **On–Campus**
   a) All finalists must be interviewed on campus.

H. **Recommended for hire**

   1. The search process for recommending STAFF for hire requires approval from AAEOD and HRA.
   2. The search process for recommending FACULTY for hire requires approval from AAEOD and the respective dean of the college.
   3. SALARY offers for STAFF requires approval from HR and for FACULTY, the respective dean of the college.
   4. To recommend candidate(s) for hire; candidate(s) status in the system should read, “Recommended for Hire”.
   5. Once the recommended for hire has accepted the offer, submit the Employee Action Form (EAF) to complete the search process.
   6. **THE EAF CANNOT BE PROCESSED** until all active candidate(s) status and non-select reasons are entered into the system. Only recommended for hire should be in the system.