Search Committee Composition
And
EOAA Training

SEARCH COMMITTEE COMPOSITION

Regular Faculty and Senior Administrator Searches:
Five search committee members, including a woman and a diverse member.

Non-Regular Faculty and P&A Searches:
Three search committee members. A woman and a diverse member are recommended.

Regarding the recommendation of adding a diverse member to the search committee, this is a rather long-standing, standardized practice for tenured, tenure-track, and senior administrator searches.

Diversity is important in terms of gender, race, disability, and sexual orientation. It can add a different perspective and knowledge base, which can help search committee members critique their own assessments of candidates. A search committee member can be a faculty member, staff, or student. You could also include someone from the community, another university, school, or college.

EOAA TRAINING

This is mandatory training for all search committee members. It covers equal opportunity and affirmative action duties and responsibilities in a search and how these interface with the new online employment system. The training is conducted by Deborah Petersen-Perlman, Director, UMD Office of Equal Opportunity.

Call Cathy Rackliffe at 726-6827, to set up a date and time for this one-hour training session, which includes a question and answer session. Please reserve a room.

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