



## TIPS FOR BUILDING SEARCH COMMITTEE/INTERVIEW TEAM

- x The search committee/interview team serves as an advisory council to the hiring manager.
- x It should be composed of individuals who can contribute diverse perspectives and ideas.
- x Select members on the basis of the skill and judgment they can contribute to the search process, not solely because they represent a particular constituency.
- x When possible include women and minorities from the department/division. Limiting committee size makes it easier to make decisions and schedule meetings.
- x Decide what role each search committee member will play
  - $\frac{3}{4}$  Developing selection criteria
  - $\frac{3}{4}$  Assisting with viewing resumes
  - $\frac{3}{4}$  Assisting with setting up interviews
  - $\frac{3}{4}$  Participating in interviews

## MEETING WITH YOUR SEARCH COMMITTEE/INTERVIEW TEAM

- x Schedule a meeting with your search committee/interview team in order to build rapport with and among members, as well as discuss roles and expectations of members.
- x Emphasize the important role they play in the search process and that their involvement is very valuable. This will elicit active participation.
- x Remind committee members that they must uphold SMU's commitment to conduct fair and equitable hiring practices.
- x Remind members to keep committee business confidential, not be shared with anyone outside the search committee/interview team.
- x Establish and follow a timeline
- x Each member is expected to understand the requirements and selection criteria of position to be filled.
- x The search committee/interview team is an important point of contact for candidates. Each member should be committed to representing the position, department and university in a positive manner. Not only is search committee evaluating candidate, but candidate is also evaluating you, your department/division, and SMU.
- x Everyone's time is valuable. Thank all members for their time, input, and participation.