Unconscious Bias Criteria

Title of Search Requisition Number

Date

1. As members of the search committee, we should be encouraged to speak up in instances where unfounded assumptions may be shaping deliberations and conclusions.
2. We will agree to talk freely and confidentially about applicants and will endeavor to assess the whole application of each candidate, thus avoiding too much dependence on any single aspect.
3. Because we recognize that we all make generalizations and assumptions, we need to be aware of biases by reflecting on them and by openly discussing the search process. We have the ability to correct our assumptions once we become aware of them.
4. After each application review and at each step of the search process, we will reflect on whether or not we are evaluating each applicant consistently while presenting and considering concrete evidence not personal opinion or hearsay about applicants.
5. At every step of the review process, we should be able to defend any decision that ends or advances a candidacy.