Center for Multicultural Excellence
Conceptual Framework for an Inclusive Excellence Hiring Process
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Fair & Inclusive Hiring Process

Commitment to Inclusive Excellence
Strong Search Committee
Values & Ethics
Effective Intercultural Communication

Context:  
- Historical  
- Current  
- Institutional  
- Unit/Departmental  
- Policy  
- Practice

Search & Hire Timeline
Resources & Tools

Pre-Search Activities
Position Justification & Retention Plan-Approval
Select Diverse Search Committee
Prepare Search Committee
Review Recent Campus Climate Report(s)
Draft & Submit Position Description

Recruit, Selection & Interview
Recruit: Active & Broad Recruitment Effort
Selection Process: Use Clear Criteria & Be Bias Aware
Interview: Develop & Consistently Use Selection Criteria
Conduct A Well Planned Campus Visit
Appointment Process

Post Hire: Plan for Success
Assess the Hiring Process
Plan for Future Success