

B. Current gender composition of department: % Male _____
 % Female _____

C. Impact on Affirmative Action Goals

Includes unrestricted, restricted and auxiliary employees.

	Faculty	Administrators	Professionals
(1) Affirmative Action Goal (%)	_____	_____	_____
(2) Current employment goal (%) met	_____	_____	_____
Current Percentage of goal achieved [Divide C (2) by C (1)]	_____	_____	_____
(3) Current employment goal (%) met if this recommendation is approved	_____	_____	_____
Current percentage of goal achieved if this recommendation is approved	_____	_____	_____
[Divide C (3) by C (1)]	_____	_____	_____
(4) Institutional Affirmative Action goal for position (indicate job group goal if applicable as well as institutional goal).	_____	_____	_____

6. Summary of Applicants/Search Procedures

A. TOTAL APPLICANTS FOR POSITION

White _____ Black _____ Other _____ Unknown _____ Total _____
 Male _____ Female _____ Unknown _____

B. FINAL CANDIDATES (Candidates from which interviewees chosen)

White _____ Black _____ Other _____ Unknown _____ Total _____
 Male _____ Female _____ Unknown _____

(If an other-race or female candidate **is not recommended** for appointment, please provide vitae of any other-race or female final candidates not interviewed).

C. CANDIDATES INTERVIEWED FOR POSITION (Please provide attachment if necessary, and if an other-race or female candidate **is not recommended** for appointment, please include vitae of all candidates interviewed).

	<u>Name</u>	<u>Race</u>	<u>Sex</u>	<u>Comments</u>
(1)	_____	_____	_____	_____
(2)	_____	_____	_____	_____
(3)	_____	_____	_____	_____
(4)	_____	_____	_____	_____
(5)	_____	_____	_____	_____

Provide an attachment if necessary in order to clarify in detail the superiority of the recommended interviewees to "other race" and female candidates in the pool.

D. ADVERTISEMENT

List all publications and publication dates of all advertisements
(Attach copy of all advertisements.)

- (1) _____
- (2) _____
- (3) _____
- (4) _____
- (5) _____

In addition to the federally required affirmative action guidelines and hiring policies, the following obligations apply for faculty and administrative positions:

- a. Every effort must be made to secure diversity in the composition of the faculty and administrative search committees unless it is impractical to do so. In those instances where a committee is formed to search for a university or college administrator at the level of dean or higher, the search committee must be racially diverse.
- b. Any candidate for hire, must first be screened by the search committee before an offer of employment can be extended.
- c. In addition to publishing notices of job openings in journals of general circulation such as THE CHRONICLE OF HIGHER EDUCATION or BLACK ISSUES IN HIGHER EDUCATION, the institutions, where appropriate, shall also publish notices of job openings in discipline-specific journals.
- d. At the time the search committee submits the list of candidates to fill a position to the hiring authority, each candidate shall meet or exceed the criteria published in the job description, and the chair of the search committee shall so certify.

For academic upper level administrative vacancies, certification by the Monitor is required.

Certified for compliance with Affirmative Action plan/Geier consent decree, for accuracy of responses (above), and for accuracy in summary of applicants/search procedures.

Affirmative Action Officer

Date

Approved by TBR: _____
Signature

Date

Distribution: Vice Chancellor for Academic Affairs or General Counsel President

A copy of this form should be maintained in appropriate institutional divisional offices.