Manual of Procedures for Search and Screen Committees
for Academic-Administrative Positions

Introduction

This Manual is intended as a guide for members of search and screen committees [hereinafter called "search committee(s)"] seeking to fill administrative positions. As such it is an adjunct to the University’s Administrative Manual (Section 600). It describes best practices while acknowledging that in special circumstances departures from the described practices are unavoidable. In such circumstances the PP&R representative on the search committee or the chair of the search committee in case of searches for associate deans, in consultation with PP&R if necessary, shall determine if the differences from the prescribed procedures are appropriate and within the spirit of this Manual. The specific administrative positions covered by these rules, the composition of specific search committees, and the manner of the appointment of committee members are identified in Sections 622.2 through 622.5 of the Administrative Manual.

A copy of this Manual shall be provided to all committee members.

Roles of University personnel operating under these procedures

The Associate Vice President for Faculty Affairs (Executive Secretary of PP&R) serves as consultant on matters of University policy and practice.

The Administrative Unit Head/Appointing Administrator (President, Vice President, or Dean) designates an individual to provide staff support and maintain records for all search committees in the Administrative Head’s area.

The Office of Equity and Diversity (OED) provides advice on governmental and institutional regulations regarding affirmative action and equal employment opportunities, and reviews documents associated with the search to ensure their compliance with equity and diversity policy and practice.

The Associate Vice President for Human Resources is responsible for guaranteeing that position descriptions and vacancy announcements are consistent with institutional requirements, for preparing and placing off-campus advertisements for the position, and for publishing the vacancy announcement.

General guidelines for search and screen committee members

Consult, consult, consult!
To minimize the possibility of error or misunderstanding, search committees are encouraged to consult as often as needed with appointing administrators and with the persons involved in the procedure (see above list) throughout the search.

Maintain confidentiality.
All search committee proceedings and deliberations are confidential. Violations of confidentiality by a search committee member should not be ignored; depending upon the circumstances and the ability to substantiate allegations, some form of reprimand or other action against a violator, including possible removal from the search committee, should be initiated by
Act professionally.
All search committee members are expected to attend meetings and to fulfill their responsibilities in a professional manner. Service on search committees is important to the mission of the University and members may have to devote time and effort beyond their usual working schedule to expedite the search. Any members not attending meetings or otherwise unable to fulfill their responsibilities should resign from the search committee or may be dismissed from service by a majority vote of the search committee. Should a vacancy on the search committee occur before the list of strongest candidates has been identified, PP&R may then appoint a replacement; after the list of finalists has been identified, no replacement may be named.

Search actively.
In addition to placing advertisements, all search committees should actively search for potential candidates by all means possible. Among the possibilities are encouraging faculty and staff to identify desirable candidates, both internal and external, and networking with colleagues affiliated with other institutions and organizations. Committee members are especially encouraged to pursue any professional contacts that might provide information germane to the search. Committees should avoid simply placing ads and waiting for responses.

Avoid conflict of interest.
Individuals who are themselves candidates for a position may neither serve on the search committee for that position nor participate in the interviewing of other candidates for the position. Remember also that, as noted in the University’s Administrative Manual 620.3, “No University employee may initiate or participate in institutional decisions involving a direct benefit . . . to a member of the employee’s immediate family, a blood relative, or a person with whom the employee has an economic, sexual, and/or romantic involvement that could reasonably be perceived as impairing objectivity.”

Steps of a Search

Step 1: Initiation of the search
Step 2: Convening the search committee
Step 3: Recruitment
Step 4: Screening of applicants
Step 5: Checking candidates’ references. Once the candidate has been identified as a finalist and with the candidate’s approval, “off-list” reference calls may be included.
Step 6: Interviewing candidates
Step 7: Selecting finalists
Step 8: The committee report and recommendation
Step 9: Completing the search and closing the files

Step 1: Initiation of the search
Prior to the appointment of a search committee, a vacancy is identified and approved by the appropriate administrators. Following are the steps in the process:
1.1 **Drafting of a position description.**

Drafting a “Performance Program,” that is, a description of the position to be filled, is the responsibility of the appointing administrator. A sample of such a description is included in Appendix A.

1.2 **Review and approval of position description.**

Once drafted, the description is reviewed and approved by 1) the Office of Equity and Diversity, and 2) the Associate Vice President for Human Resources. The description is then forwarded to all agencies making appointments to the search committee.

1.3 **Drafting of vacancy announcement.**

Prior to the first meeting of the search committee, the appointing administrator, in consultation with the Office of Equity and Diversity and the Associate Vice President for Human Resources, drafts the vacancy announcement. A sample vacancy announcement is included as Appendix B.

1.4 **Preparation of ad copy and identification of advertising media.**

The Associate Vice President for Human Resources prepares suggested ad copy and, in consultation with the Office of Equity and Diversity, develops a list of advertising sources and placement services (“search firms”) that might be utilized. The suggested ad copy and the list of advertising sources are then forwarded to the appointing administrator and to the search committee prior to its first meeting.

1.5 **Preparation of the committee’s charge.**

The appointing administrator prepares a written charge to the search committee and distributes that charge and a copy of this Manual to all committee members. The charge includes:

(1) a statement of the search committee’s responsibility and authority;
(2) a draft of the position description;
(3) a draft of the proposed vacancy announcement;
(4) a description of the budget available for the search;
(5) suggested ad copy and a list of potential advertising sources;
(6) a preferred time by which the appointment should be made;
(7) a statement of the extent to which the administrative unit head wishes to be involved in the search;
(8) a review of institutional regulations applicable to the search, including needs for record-keeping;
(9) a review of the confidentiality requirement; and the role of the search committee after the final report is submitted.
Step 2: Convening the search committee

2.1 Calling of first meeting.

The appointing administrator convenes the first meeting of the search committee as soon as possible after its members have been identified. The appointing administrator may name a chair of the search committee. In addition to the search committee members, the first meeting shall include: 1) the Director of the Office of Equity and Diversity or designee, 2) the Associate Vice President for Human Resources or designee, 3) the Associate Vice President for Faculty Affairs or designee, and 4) the individual designated to provide staff support for the committee, and, if a search firm is involved in the search, 5) the search firm representative (if any).

2.2 Search committee actions.

At its initial meeting, the search committee shall:

1. review the written charge from the appointing administrator;
2. if a chair has not been named, the search committee elects a chair at the first meeting;
3. confer with the appointing administrator about the search in general and, if a search firm is involved in the search, the role of the search firm and its representative during the search and screen process. If the appointing administrator has determined prior to the first meeting of the search committee that a search firm will assist with the search, the appointing administrator will confer with the committee during its first meeting about the role of the search firm and present the committee with a copy of the search firm’s proposal and plan. If a search firm has not been appointed prior to the first meeting of the search committee and the appointing administrator contemplated the use of a search firm or if the committee wishes to recommend the use of a search firm, the appointing administrator will confer with the committee at its first meeting about the possible use of a search firm, its role in the search, and specifications for the awarding of a contract. If a search firm is used, some of the activities listed in later parts of this Manual will be supported by the search firm. A copy of this Manual will be provided to the search firm when such entity is utilized in the hiring process. The chair of the search committee should maintain close contact with the search firm to insure that a broad search is conducted, and that equity and diversity guidelines are met. The interviewing of the final candidates and the recommendation of finalists remains the responsibility of the search committee.
4. consider, with the appointing administrator, any revisions in the final vacancy announcement;
5. establish the timeline for the search;
6. prepare a recruitment plan (review the ad copy and the ad placement list and make changes as needed);
7. determine the most appropriate times for future meetings.

2.3 Role of committee chair.

Following is a list of duties of the search committee chair. Although any of the tasks may, at the chair’s discretion, be delegated to other members of the search committee, the chair is responsible for ensuring that each is performed:
(1) establishing a timely schedule;
(2) initiating a network of contacts for recruitment;
(3) drafting form letters;
(4) establishing and maintaining files;
(5) logging application materials;
(6) developing evaluation instruments based upon the qualifications cited in the vacancy announcement (requires approval; see section 4.1 and sample in Appendix C);
(7) scheduling interviews with candidates (requires approval; see section 4.7);
(8) attending to the well-being of off-campus applicants, such as housing, transportation, special needs;
(9) confirming candidates’ continuing interest;
(10) making telephone reference checks;
(11) writing the final report.

2.4 Preparation of final vacancy announcement.

The search committee and the appointing administrator prepare the final vacancy announcement and distribute copies of the final vacancy announcement to all persons who were present at the initial meeting.

2.5 Preparing a recruitment plan.

Using the ad placement list from the Associate Vice President for Human Resources, a recruitment plan – that is, a listing of journals and other publications in which ads are to be placed and agencies to which vacancy announcements are to be mailed – is prepared by the search committee and reviewed by the Office of Equity and Diversity.

Among the publications and electronic media in which advertisements normally would be placed are:

(1) Chronicle of Higher Education;
(2) HigherEdJobs.com Website;
(3) CSU Careers Website;
(4) Inside Higher Ed;
(5) Employment Opportunities Bulletin (for distribution to all CSU campuses and to all Southern California universities, community colleges, and social agencies);
(6) appropriate professional and association publications.

In identifying organizations, agencies, groups, and individuals to which vacancy announcements are to be distributed, the search committee should make special efforts to include appropriate:

(1) national affirmative action recruitment resources;
(2) minority and women’s colleges and universities;
(3) appropriate professional caucuses and associations; and
(4) protected class registries, data banks, and directory.
2.6 Setting a timetable for the search.

Before recruiting applicants, a reasonable timetable must be established by the search committee and approved by the Office of Equity and Diversity, keeping in mind that in certain searches time is of the essence and timely completion of the process is often crucial to hiring the best candidates. Following are guidelines in setting a timetable.

For advertisements:

(1) allow sufficient lead time to prepare and distribute advertising;
(2) keep all vacancies open at least four weeks (six is better) after the first advertisement appears.

For nominations (if accepted):

(1) set a deadline for receiving nominations that is at least three weeks earlier than the deadline advertised so as to allow sufficient time for nominees to prepare their applications;
(2) acknowledge all nominations (see Appendix D) and send each nominee a copy of the position description and the vacancy announcement;
(3) consider a nominee to be an applicant only if he or she indicates interest in the position by the postmark deadline established in the ads.

For evaluating applicants, include in the schedule:

(1) two to three weeks for evaluating applications;
(2) an additional two weeks for arranging and conducting interviews;
(3) a meeting as soon as possible after the last interview to determine recommendations; and
(4) a timeline to finish the report as soon as possible for approval by the Director of the Office of Equity and Diversity or designee and by PP&R.

**Step 3: Recruitment**

3.1 Dissemination of ads and vacancy announcements.

The Office of Equity and Diversity apprises equity and diversity recruitment sources, minority and women’s colleges and universities, professional caucuses and associations, and protected class registries, data banks, and directories of the vacancy.

The Associate Vice President for Human Resources places all paid advertisements and announces the vacancy in the Employment Opportunities Bulletin and in off-campus recruitment sources.

3.2 Acknowledging and notifying applicants.

Letters of acknowledgment, together with Affirmative Action Survey Forms (AA-2 Forms, available from the Dean’s Office, Office of Equity and Diversity, or Faculty Affairs website), postage-paid return envelopes addressed to the Office of Equity and Diversity (AA-2 forms may also returned electronically to the Office of Equity and Diversity), and copies of the position
description, are mailed to all applicants. Requests for additional information may be included with the letter of acknowledgment.

All letters of acknowledgment must include the following statement, “Applicants who wish to request accommodations based on a disability may contact the Office of Equity and Diversity at (818) 677-2077.”

Applicants submitting materials after the stated deadline must be notified that they are not considered candidates. However, the application, with postmark as other evidence of date of submission, is retained.

**Step 4: Screening of applicants**

4.1 **Creation of an evaluation instrument.**

Before screening applicants, the search committee identifies the criteria it will use in the evaluation process. Sample evaluation instruments are set forth in Appendix C, but note that they are samples only. The criteria used for the evaluation instrument must be those cited in the position description and vacancy announcement. In some cases, weighting the criteria by applying such terms as “desirable” or “critical” may be helpful. A form that lists these criteria and on which committee members note their evaluations of each candidate is the committee’s “evaluation instrument.” Procedures used in the evaluation should be applied consistently to all applicants. The evaluation instrument is reviewed by the Office of Equity and Diversity and must be approved prior to its use in evaluating candidates.

4.2 **Initial screening.**

In the initial screening, candidates are evaluated against the minimum requirements for the position, not against each other. Determining the manner in which the initial evaluation proceeds is the responsibility of the search committee. Among the usual screening methods are:

1. evaluation by the search committee chair alone;
2. evaluation by members of the search committee, acting individually or as a group;
3. evaluation by one or more subcommittees, acting individually or as a group;
4. evaluation by a subcommittee that includes the Associate Vice President for Human Resources or designee, or the Director of the Office of Equity and Diversity or designee.

No matter what procedure is used, care should be taken to insure the evaluations are made in a uniform and consistent manner. All evaluations must be placed in the candidate’s file.

4.3 **Processing unsolicited materials.**

All unsolicited materials, that is, materials not sent nor requested by the candidate nor solicited by the search committee, are retained in a separate file (including photographs, published articles, awards, etc.). Such information may be consulted by search committee members only if directly relevant to candidates who are identified as among the strongest and for whom reference checks are to be conducted.
4.4 Elimination of unqualified candidates.

When a candidate is eliminated from further consideration, reasons are noted and placed in the candidate’s file; the reasons for elimination must be specific and directly related to the qualifications advertised for the position. All candidates eliminated must be informed in a letter that they are no longer considered to be candidates. Reasons for eliminating a candidate are not cited in the letter. A sample letter of elimination is included in Appendix F.

4.5 Identifying qualified candidates.

Candidates who meet minimum qualifications should be notified by letter that the initial screening is complete and that they are to be considered for the position. Requests for additional materials, if needed, or notifications of major changes in the timetable should there be any, may be included in the letter as well.

The appointing administrator or the search committee may determine there is an insufficient number of minimally qualified candidates. Should the search committee determine that there is an insufficient number of minimally qualified candidates, it should notify the appointing administrator as soon as possible. In its notification the committee should also: (1) request that the search be reopened to additional candidates; (2) suggest that the search be canceled and a new search conducted; or (3) recommend such other action as it deems necessary and appropriate.

4.6 Identifying the strongest candidates.

If they have not already done so in the initial screening process, all committee members normally read the files of all remaining candidates and complete an evaluation for each candidate.

From among the candidates judged to be qualified, the search committee now identifies the strongest candidates. How this is done is up to the search committee. One acceptable approach is for each committee member to identify a specific number of candidates, say five, that the committee member judges to be strongest. The search committee may then discuss and further evaluate these candidates until a consensus is reached as to the top few. Ultimately, two groups of strong candidates should be identified, one group to be interviewed, a second as a reserve.

All candidates not included in the group to be interviewed or in the reserve group are notified by letter that they are no longer under consideration. For each candidate who is eliminated, a statement of the specific, job-related reasons for being eliminated is placed in the candidate’s file. The statement should include the ways the candidate was weaker than candidates in the final group.

No courtesy interviews may be given.

4.7 Notifying strongest candidates.

Once the strongest candidates have been identified, the search committee must consult with the Office of Equity and Diversity to determine that it has followed accepted procedure in arriving at its top candidates. The process continues when the Director of the Office of Equity and
Diversity or designee certifies the search committee has followed accepted procedures, or if necessary, that the committee has taken corrective measures.

Once the search committee’s procedures have been reviewed, and the search committee receives a letter from the Office of Equity and Diversity certifying that appropriate equal employment opportunities have been followed thus far, candidates to be interviewed should be contacted by telephone to determine if they are still interested in the position. At this time it is also appropriate to ask permission to contact each candidate’s references. However, no commitment should be made in the telephone conversation to an interview.

If the applicant indicates that the applicant is also seeking employment for an accompanying partner, the applicant should be referred to the Office of Human Resources or the Office of Faculty Affairs for information about employment opportunities.

**Step 5: Checking candidates’ references**

5.1 **Preparing questions for references.**

Before telephoning references, the search committee identifies the questions to be posed. It is important to plan questions carefully so as to ensure that all candidates are treated in a comparable manner. A sample set of questions is provided in Appendix G.

5.2 **Reference checks preceding interviews.**

Ideally, for each candidate considered for a campus interview, a broad range of references should be checked before candidates are invited to campus. References should be chosen who can provide information germane to the position advertised. No candidate is to be invited for an on-campus interview until the candidate’s references have been checked by telephone and the responses found satisfactory. Telephone checks by the search committee should include all professional references that can provide information germane to the search.

5.3 **Recording and reporting responses.**

References’ responses to questions should be noted and the notes placed in the candidate’s file. If judged to be pertinent, job-related information volunteered by the references may also be noted. However, information provided that is not job-related, such as a candidate’s race or marital status, must neither be included in the written report of the conversation nor reported verbally to the search committee; moreover, such information must not be taken into account when evaluating the candidate.

5.4 **Action resulting from reference contacts.**

Candidates eliminated from further consideration as a result of reference checks are sent a letter of elimination similar to that sent to candidates eliminated earlier. No questions should be used in the interview process except those related to the vacancy announcement and the materials provided to the search committee by the applicants. Reference check information can be taken into consideration during the final evaluation of the approved candidate but should not be part of the interview process. Where a reference’s response raises issues of concern, appropriate questions should be included in the interview to address those issues. In doing so, however, care
must be taken to assure the confidentiality of the references.

**Step 6: Interviewing applicants**

6.1 **Structure of visit.**

Normally, visits are scheduled over one to two days to allow time for candidates to explore the campus, to meet with constituency groups, and talk to persons not on the interview list. If appropriate, the search committee should schedule a meeting for the candidate with the Department Chair and department personnel committee in a department where a concurrent faculty appointment could be made. To ensure that all candidates receive comparable treatment, the schedules (e.g., free time, meals, meetings with committee, faculty, administrators and others) should be as similar as possible. A sample interview schedule is included as Appendix H.

6.2 **The interview schedule.**

The search committee, in consultation with the appointing administrator, establishes the itinerary of the candidate’s visit. To assure that all appropriate persons are included on the interview schedule, make arrangements well in advance of a candidate’s visit. However, in establishing the schedule, keep in mind that individuals who have themselves applied for a position may not be involved in the interview of other candidates for the same position. Whenever possible, the search committee should schedule both an initial and an exit meeting with each candidate.

6.3 **Content and format of the interview.**

In advance of the first interview, the search committee must establish the content and the format of the interviews, including a list of questions to be posed to each candidate. All questions must be relevant to the position and be designed to elicit information relevant to the job. The format of the interview (e.g., who asks which questions and the sequence in which the questions are asked) should be consistent for each candidate. Follow-up questions prompted by a candidate’s response are usual. A sample interview format is included in Appendix I.

6.4 **Reports of interviews.**

The search committee should request a confidential report, either oral or written, from each group or individual who interviews the candidates.

**Step 7: Selecting finalists**

7.1 **Recommending finalists.**

The search committee usually identifies three or more of the best qualified candidates as finalists. Recommendations of finalists must be based upon the search committee’s evaluation of each interviewee’s qualifications. The needs of a partner may not be used as a criterion in the identification and recommendation of a finalist.
7.2 **Review of reserve candidates.**

If the search committee, in consultation with the appointing administrator, determines that not enough finalists are suitable, the reserve candidates are reviewed. Reserve candidates whose credentials are deemed sufficiently strong are called to verify their continued interest. For those still interested, reference checks and interviews should be conducted following the procedures identified above.

7.3 **Lack of suitable finalists.**

If an insufficient number of the reserve candidates is found suitable for the position, no finalists are named. The search committee reports this judgment to the appointing administrator and requests either that the committee be discharged or that the search be reopened. At this point, the search committee informs all remaining candidates – those interviewed and those still in the reserve pool – that the search has been discontinued without recommending any finalists.

**Step 8: The committee report and recommendations**

8.1 **Writing the report.**

Upon concluding its work, the search committee prepares a written report of its procedures and recommendations. The search committee’s report shall include:

1. the names of all finalists listed, at the committee’s discretion, either alphabetically or in ranked order;
2. if ranked, a justification for the rank position of each candidate;
3. a general summary of each finalist’s background and qualifications;
4. information about the procedures employed in the search, including the number and nature of interviews conducted;
5. a tally of the total number of applicants considered;
6. a description of the screening procedures, with particular attention to equity and diversity concerns, and to Title IX and Sections 503 and 504 requirements;
7. copies of announcement bulletins, advertisements, and candidate evaluation forms.

A sample search committee report is included in Appendix J.

Upon the request of the appointing administrator, a draft copy of the report may be made available to the appointing administrator prior to the approval of the report by the Director of the Office of Equity and Diversity and PP&R. Under no circumstances can the appointing administrator act on the report until final approval of the search process by PP&R.

8.2 **Reporting to the Director for Equity and Diversity.**

Prior to submitting the report to PP&R, the report is first submitted to the Director of Equity and Diversity who certifies that the search was conducted in an equitable manner consistent with University policies and procedures.
8.3 Reporting to PP&R.

The search committee submits its report, both orally and in writing, to the Personnel Planning and Review Committee. (At times when PP&R is not available, a subcommittee of PP&R can receive and review the report. If a subcommittee of PP&R is not available, the Faculty Senate Executive Committee or a subcommittee of the Faculty Senate Executive Committee can receive and review the report.) PP&R reviews the search procedures and recommendations to determine if the search was conducted in accordance with University rules. All documents, including the applicants’ files and evaluation sheets and reference checks, shall be available for this review.

After reviewing the search procedures, PP&R:

(1) approves the procedures and forwards the search committee’s recommendations to the President of the University or designee; or

(2) returns the report to the search committee with specific recommendations for corrective action; or

(3) recommends to the President or designee that the search be canceled and a new committee be established.

8.4 Conferring with the President.

If requested to do so, the search committee meets with the President or designee to discuss the report.

Step 9: Completing the search and closing the files

9.1 Notifying candidates not recommended.

All candidates from the reserve pool and candidates who were interviewed but not recommended to the President or designee should be notified by the search committee chair that they are no longer being considered. If a candidate has been selected and has accepted the position, the reserve and interviewed candidates may be told the position is filled. Candidates recommended to the President or designee will be notified of the outcome of the search by the President or designee.

9.2 Notifying candidates recommended to the President or designee but not hired.

When requested by the President or designee, the search committee chair will notify these individuals that they will not receive the appointment.

9.3 Closing the files.

Upon completing the search, all files are deposited in the Office of Human Resources. Files are retained for a minimum of three years pending completion of any grievances, complaints, or civil actions that may arise from the search. All documents related to the search, including, but not limited to, applicants’ files and resumes, written communications, evaluation and rating forms used for each applicant, notes from telephone inquiries, and the committee’s report to PP&R, are included in the file.
APPENDIX A

PERFORMANCE PROGRAM

Name: Dean

TITLE: Dean

CLASSIFICATION: Administrator IV

DEPARTMENT: Mike Curb College of Arts, Media, and Communication

STATEMENT OF DUTIES AND RESPONSIBILITIES

Relationships:

Reports to: Provost and Vice President for Academic Affairs

Subordinate Staff: Associate Dean; Manager of Academic Resources; Director of Student Resource Center; General Manager, KCSN; Director of Entertainment Industry Institute; Dean’s Administrative Assistant; Administrative Support Assistants

Internal Contacts: Members of the Provost’s Council; other university administrators; Department Chairs and Faculty of the Mike Curb College of Arts, Media, and Communication; various other university employees

External Contacts: Counterparts on other campuses; professional arts and communication organizations; Chancellor’s Office staff; the Greater Los Angeles arts and communication communities.

Scope of Function and Responsibilities:

The Dean of the Mike Curb College of Arts, Media, and Communication provides primary leadership for the College’s educational programs and for its connections to the artistic and entertainment communities of the region. The Dean reports to the Provost and Vice President for Academic Affairs and serves on the Provost’s Council. The Dean has primary responsibility to develop and administer the College’s instructional programs; plan and administer the College’s budget; make independent recommendations on all College personnel and performance/exhibition matters; recommend appointment of Department Chairs and Directors and supervise their administrative activities; lead curricular improvement and innovation; create and sustain an environment supportive of research, scholarship, creative activities, teaching, and academic excellence; and represent the College in the University and community. The Dean interprets policies developed at the university and state levels and assures that they are implemented effectively. The Dean supervises a staff of professional, technical, and clerical personnel so that the College contributes to College and University goals. Of primary importance among the Dean’s responsibilities is fundraising to support the mission of the College and University and encouraging and assisting faculty in seeking external support of research and academic programs. Develops and maintains professional relationships with groups and agencies beyond the University that have direct involvement with the disciplines of the College. Finally, the Dean performs such other duties as may be assigned by the Provost and Vice President for Academic Affairs.

Duties and Responsibilities:

1. Recommending the appointment of persons to fill all faculty and staff vacancies within the College.

2. Evaluating the performance of all employees within the College and offering appropriate recommendations regarding their retention and professional advancement.

3. Assisting in the development of appropriate arts and communication curricula and programs and providing leadership in advancing the changes necessary for the maintenance and improvement of academic quality.

4. Determining the resources necessary for offering programs of high quality and effectively representing the requirements through appropriate budgetary requests.
5. Managing the resources available to the College in ways which balance efficiency and effectiveness thoughtfully.

6. Managing the instructional physical facilities of the College, including rehearsal rooms, performance halls, galleries, studios, and office space assigned to the College.

7. Reviewing and approving the schedule of courses offered by units within the College and the reassignment of faculty responsible for the courses.

8. Reviewing the administrative organization of the College and recommending changes appropriate to the accomplishment of university and College goals.

9. Providing advice and counsel to university officials on matters of importance to the university and to the College.

10. Developing and maintaining relationships with arts and communication organizations and agencies beyond the university.

11. Creating and maintaining lines of communication between the College and individuals and groups within the entertainment and arts industries of the San Fernando Valley and Greater Los Angeles.

12. Developing and providing university service for community programs and activities in the arts and communication and developing community support for these programs at CSUN.

13. Representing CSUN and the College in community, municipal, regional, state, national, and international activities.

14. Providing leadership in responding to the increasing ethnic diversity and international character of the University and developing and implementing affirmative action and educational equity efforts.

15. Developing contacts with potential funding sources in the private and public sectors and soliciting funds from such sources for the support of the arts programs and other programs of the College.

16. Providing leadership and direction to the administrative officers, department chairs, directors, and faculty within the College of Arts, Media, and Communication.

17. Creating a supportive environment for the creative and scholarly activities of the faculty, and finding resources to support such activities.

Approved Signatures:

Provost and Vice President for Academic Affairs  Date

Associate Vice President for Human Resources  Date

Director of the Office and Equity and Diversity  Date
APPENDIX B

Management Vacancy Announcement

Dean
College of Humanities

The University:
California State University, Northridge, long known for the intellectual, social, and cultural relevance of its 171 academic programs and engaged centers, provides an environment conducive to research, experimentation, and creativity, and embraces innovation in community service, and hands-on experience and rigor. A University located in a globally divers region, it is a national leader in preparing teachers for K-12 and first generation college students for graduate studies. Cal State Northridge is a park-like campus located in the San Fernando Valley with 1.8 million people, 20 miles northwest of downtown Los Angeles. CSUN has an enrollment of over 36,000 students including 5,000 graduate and 2,000 international students. Cal State Northridge is a welcoming university that values accessibility, academic excellence, and student achievement.

The College of Humanities:
The College of Humanities is comprised of the departments of Asian American Studies, Chicano/Chicana Studies, English, Modern & Classical Languages & Literatures, Philosophy, Religious Studies, Women’s Studies and the following interdisciplinary programs: Central American Studies, Classical Greek and Roman Civilization, Humanities, Jewish Studies, Liberal Studies and Linguistics. The college has approximately 126 full-time faculty, enrolls about 3,000 undergraduate and 250 graduate majors, and offers courses to over 18,000 students. Additional information about the college of Humanities and the university can be found at the university’s Web address at: http://www.csun.edu.

The Position of Dean, College of Humanities:
The College of Humanities is seeking a creative, dynamic, and visionary Dean who will work collegially with faculty to achieve the educational goals of the college. The Dean reports to the Provost and Vice President for Academic Affairs and oversees the departments and programs. The Dean has the primary responsibility for working with faculty on instructional and curricular improvement; creating and sustaining an environment supportive of excellence in research, scholarship, and teaching; planning and administering the annual budget for the college; making independent recommendations on all college personnel matters; recommending appointments of department chairs and program coordinators; and supervising department chairs, program coordinators, and the staff of professional, technical, and clerical personnel. The Dean also has responsibility for providing effective leadership in responding to the increasing ethnic diversity and international character of the university, and in promoting Affirmative Action and educational equity efforts in the college and university. The Dean plays a major role in developing external relations with organizations and individuals in the community and government, and in seeking supplemental external support for the college. The Dean represents the college in the university and community, and performs other duties as assigned by the Provost and Vice President for Academic Affairs.

Qualifications:
Earned doctorate from an accredited institution or its equivalent; qualification for a faculty appointment at an advanced rank within one of the departments of the college; demonstrated competency in university teaching; a record of scholarly and/or creative accomplishments; a record of successful academic administrative experience at the level of department chair or above including resource management and academic personnel decisions. Demonstrated ability to: lead and support the College in its commitments to excellence in teaching, scholarly research/creative activity, and the preparation of teachers; promote efforts to incorporate multicultural and international perspectives into the college academic programs and to foster a positive climate for a diverse and equitable community and students consonant with the university’s efforts to promote cultural diversity and educational equity; seeking supplemental external support; establish and maintain effective and positive working relationships with students, faculty, and staff; and be an articulate spokesperson for the college within the university and a builder of relationships between the college and the community.

Salary/Benefits: Salary is dependent upon qualifications. The university offers excellent fringe benefits.

Effective Date of Appointment: No later than August 1, 2017.

General Information: This position is a “designated position” in the California State University’s Conflict of Interest Code. The successful candidate accepting this position is required to file Conflict of Interest forms subject to the regulations of the Fair Political Practices Commission.

Applications: Candidates must submit a cover letter, a current resume including the names of three professional references, and salary history for the last five years. Review of applications begins November 15, 2015 and continues until position is filled. Submit application to: Chair, Search and Screen Committee (Dean of Humanities) c/o Office of the Provost and Vice President for Academic Affairs, California State University, Northridge, 18111 Nordhoff Street, Northridge, CA 91330-8200

The university is an Equal Opportunity/Affirmative Action Employer and does not discriminate against on the basis of race, religion, national origin, gender, gender identity, gender expression, sexual orientation, marital status, age, disability, genetic information, or veteran status.

Applicants who wish to request accommodations for a disability may contact the Office of Equity and Diversity, (818) 677-2077.
APPENDIX C

SAMPLE FIRST EVALUATION AND DISPOSITION SHEET
DEAN, COLLEGE OF HUMANITIES
(Note: The evaluation instrument must be based on the position description in the MVA)

Applicant: ____________________________ Applicant No.: ________

Current Position: ____________________________ Approved by: ____________________________

Institution: ____________________________ Date: __________

1. **First Evaluation**

   A. Academic and Technical Qualification

   1. Earned doctorate or appropriate terminal degree in a related discipline from an accredited institution or equivalent

   2. Qualified for advanced rank faculty appointment in a College of Humanities Department

   3. Evidence of scholarly and/or creative professional accomplishments

   4. Evidence of college or university teaching experience

   YES NO ?

   B. Administrative Experience

   1. Successful academic administrative experience as Department Chair or above

   2. Demonstrated ability in seeking external support

   3. Demonstrated ability to be an articulate spokesperson for the College within the University and in the community

   4. Demonstrated ability to develop positive relations with students, faculty, and staff

   5. Demonstrated ability to promote cultural diversity and educational equity

   YES NO ?

   C. Meets Minimum Qualifications

   YES NO ?

Evaluator: ____________________________ Date: ________________
SAMPLE SECOND EVALUATION AND DISPOSITION SHEET
DEAN, COLLEGE OF BUSINESS AND ECONOMICS
(Note: The evaluation instrument must be based on the position description in the MVA)

Approved by: ____________________________
Director, Office of Equity and Diversity

Date: ______________

Applicant: ____________________________  Applicant No. ______________

******************************************************************************
Evaluation Code:  O = Outstanding  G = Good  S = Satisfactory
W = Weak  N = Not Acceptable  U = Unknown
******************************************************************************

1. Earned doctorate from an accredited institution  O G S W N U

2. Demonstrated ability to provide effective and innovative leadership  O G S W N U

3. Effective communication skills  O G S W N U

4. Demonstrated ability to make independent recommendations on all college personnel matters  O G S W N U

5. Proven experience as a successful supervisor of technical and clerical personnel  O G S W N U

6. Successful experience with accreditation procedures and processes  O G S W N U

7. Demonstrated ability to develop and administer the instructional program  O G S W N U

8. Proven ability to lead curricular improvement and innovation  O G S W N U

9. Demonstrated ability to plan and administer the college budget  O G S W N U

******************************************************************************
10. Demonstrated ability to work collaboratively with students, faculty, university administrators, alumni, and business/community leaders

11. Demonstrated ability to sustain an environment supportive of
   a. research, scholarship, creative activity
   b. teaching
   c. academic excellence

12. Demonstrated ability to represent the college in the university and community

13. Demonstrated ability to build strong relationships with the business community

14. Record of successful fundraising and other development activities

15. Demonstrated ability to provide effective leadership in responding to the increasing ethnic diversity and international character of the university and its service area

OVERALL SUMMARY

RECOMMENDATIONS:
   a. Keep in top finalist pool
   b. Reserve pool – possible finalist
   c. Drop from finalist and reserve pool at this time

Reviewer: _______________________________
APPENDIX D
SAMPLE LETTER OF ACKNOWLEDGMENT OF APPLICATION

DATE

<Name>
<Address>
<City, State, Zip>

Dear <Name>:

Thank you for your interest regarding the position of the Dean of the College of <Name of College> at California State University, Northridge.

This letter is to acknowledge receipt of your application letter and supporting materials. The Search and Screen Committee will be reviewing all applications and you will receive further information regarding the status of your candidacy.

Please complete the enclosed Affirmative Action survey form and return it in the enclosed postage-paid envelope to the Office of Equity and Diversity or electronically to equityanddiversity@csun.edu. Applicants who wish to request accommodations based on a disability should contact the Office of Equity and Diversity at (818) 677-2077.

Again, thank you for your interest in the position and California State University, Northridge.

Sincerely,

<Name of Search Committee Chair>, Chair
Search and Screen Committee for
<Position Title>
Dear Applicant:

Thank you for your interest in employment with California State University, Northridge.

Our University strives to recruit the broadest possible group of qualified applicants. As an Equal Opportunity/Affirmative Action Employer, we are also required to request and maintain data on applicants to monitor the effectiveness of our recruitment efforts and ensure compliance with federal and state reporting requirements.

Return of this form is entirely voluntary. The information you provide will not be a consideration in any decision about your candidacy for the position for which you have applied. Individually-identifiable information will not be provided to anyone involved with making recommendations or decisions regarding your employment. This form will be exclusively retained in the Office of Equity and Diversity, separately from your application for employment.

A self-addressed stamped envelope has been enclosed for your convenience, or you may utilize the emailing option by returning this form directly and only to equityanddiversity@csun.edu.

Your timely completion and return of this form is most appreciated.

If you have a disability and require accommodation, please contact the Office of Equity and Diversity at (818) 677-2077 to begin an interactive discussion to identify and provide you with a reasonable accommodation.

AREA OF RESIDENCE:  □ Southern California  □ Northern California  □ Other

GENDER:  □ Female  □ Male

ETHNIC/RACIAL ORIGIN: Please check one or more boxes corresponding to the ethnic origin with which you most closely identify. The minimum categories for data on race and ethnicity for federal statistics are defined as follows:

□ African American/Black – Having origins in any of the Black racial groups of Africa.
□ Asian – Person of Japanese, Chinese, Korean, Vietnamese, Asian Indian, Thai or similar descent other than Pacific Islander or Filipino.
□ Hispanic/Latino – Person of Mexican, Puerto Rican, Cuban, South or Central American or other Spanish descent.
□ White (Not Hispanic) – Person of European, North African or Middle Eastern descent.
□ Pacific Islander – Person of Hawaiian, Samoan, Guamanian, Polynesian, Fiji or Tahitian descent.
□ Native American – Person of American Indian, Eskimo, or persons of origins in any of the original peoples of North and South America (including Central America), who maintains a tribal affiliation and community attachment.
□ Filipino – Person of Filipino descent.
□ Other / Unknown

HOW DID YOU LEARN ABOUT THIS VACANCY?

□ Publication (Online or Paper)  Which?
□ Internet Website  Which?
□ Professional Meeting  Which?
□ Word of Mouth  □ Colleague  □ Relative  □ Friend  □ CSUN Faculty  □ CSUN Staff
□ Other Source  Which?

For Office Use Only

Faculty Hire No: 15-83  Department: Civil Engineering & Construction Management

Revised 10/2014
Office of Equity & Diversity: AA-2

Page 1 of 4
Definition
This employer is a Government contractor subject to the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended by the Jobs for Veterans Act of 2002, 38 U.S.C. §4212 (VEVRAA), which requires Government contractors to take affirmative action to employ and advance in employment: (1) disabled veterans; (2) recently separated veterans; (3) active duty wartime or campaign badge veterans; and (4) Armed Forces service medal veterans. These classifications are defined as follows:

(1) “disabled veteran” is one of the following: a veteran of the U.S. military, ground, naval or air service who is entitled to compensation (or who but for the receipt of military retired pay would be entitled to compensation) under laws administered by the Secretary of Veterans Affairs, or a person who was discharged or released from active duty because of a service-connected disability.

(2) “recently separated veteran” means any veteran during the three-year period beginning on the date of such veteran’s discharge or release from active duty in the U.S. military, ground, naval, or air service.

(3) An “active duty wartime or campaign badge veteran” means a veteran who served on active duty in the U.S. military, ground, naval or air service during a war, or in a campaign or expedition for which a campaign badge has been authorized under the laws administered by the Department of Defense.

(4) An “Armed forces service medal veteran” means a veteran who, while serving on active duty in the U.S. military, ground, naval or air service, participated in a United States military operation for which an Armed Forces service medal was awarded pursuant to Executive Order 12985.

Protected veterans may have additional rights under USERRA—the Uniformed Services Employment and Reemployment Rights Act. In particular, if you were absent from employment in order to perform service in the uniformed service, you may be entitled to be reemployed by your employer in the position you would have obtained with reasonable certainty if not for the absence due to service. For more information, call the U.S. Department of Labor’s Veterans Employment and Training Service (VETS), toll-free, at 1-866-4-USA-DOL.

Self-Identification
If you believe you belong to any of the categories of protected veterans listed above, please indicate by checking the appropriate box below. As a Government contractor subject to VEVRAA, we request this information in order to measure the effectiveness of the outreach and positive recruitment efforts we undertake pursuant to VEVRAA.

☐ I identify as one or more of the classifications of protected veteran listed
  ☐ Disabled veteran
  ☐ Recently separated veteran Date of discharge
  ☐ Active wartime or campaign badge veteran
  ☐ Armed forces service medal veteran

☐ I am a protected veteran, but I choose not to self-identify the classification to which I belong

☐ I am not a protected veteran

☐ I am not a veteran

______________________________            __________________________
Applicant’s Name (Last, First, Middle Initial)     Date

Revised 10/2014
Office of Equity & Diversity: AA-2

Page 2 of 4
Voluntary Self-Identification of Disability

Why are you being asked to complete this form?

Because we do business with the government, we must reach out to, hire, and provide equal opportunity to qualified people with disabilities. To help us measure how well we are doing, we are asking you to tell us if you have a disability or if you ever had a disability. Completing this form is voluntary, but we hope that you will choose to fill it out. If you are applying for a job, any answer you give will be kept private and will not be used against you in any way.

If you already work for us, your answer will not be used against you in any way. Because a person may become disabled at any time, we are required to ask all of our employees to update their information every five years. You may voluntarily self-identify as having a disability on this form without fear of any punishment because you did not identify as having a disability earlier.

How do I know if I have a disability?

You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history or record of such an impairment or medical condition.

Disabilities include, but are not limited to:
- Blindness
- Deafness
- Cancer
- Diabetes
- Epilepsy
- Autism
- Cerebral palsy
- HIV/AIDS
- Schizophrenia
- Muscular dystrophy
- Bipolar disorder
- Major depression
- Multiple sclerosis (MS)
- Missing limbs or partially missing limbs
- Post-traumatic stress disorder (PTSD)
- Obsessive compulsive disorder
- Impairments requiring the use of a wheelchair
- Intellectual disability (previously called mental retardation)

Please check one of the boxes below:

☐ YES, I HAVE A DISABILITY (or previously had a disability)
☐ NO, I DON'T HAVE A DISABILITY
☐ I DON'T WISH TO ANSWER

__________________________
Your Name

__________________________
Today’s Date
Reasonable Accommodation Notice

Federal law requires employers to provide reasonable accommodation to qualified individuals with disabilities. Please tell us if you require a reasonable accommodation to apply for a job or to perform your job. Examples of reasonable accommodation include making a change to the application process or work procedures, providing documents in an alternate format, using a sign language interpreter, or using specialized equipment.

1 Section 503 of the Rehabilitation Act of 1973, as amended. For more information about this form or the equal employment obligations of Federal contractors, visit the U.S. Department of Labor’s Office of Federal Contract Compliance Programs (OFCCP) website at www.dol.gov/ofccp.

PUBLIC BURDEN STATEMENT: According to the Paperwork Reduction Act of 1995 no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. This survey should take about 5 minutes to complete.
APPENDIX F
SAMPLE LETTER OF ELIMINATION

DATE

<Name>
<Address>
<City, State, Zip>

Dear <Name>:

The Search and Screen Committee wishes to apprise you of the developments that affect your interest in the position of Dean of the College of <Name of College> at California State University, Northridge.

A large number of well-qualified persons have applied for the position. While we appreciated the opportunity to review your application, it was not selected for further consideration. Your application was carefully reviewed by the Committee but it was determined that you are not among those candidates whose background most closely meets the needs of this position.

Thank you for your interest in California State University, Northridge.

Sincerely,

<Name of Search Committee Chair>, Chair
Search and Screen Committee for
(Position Title)
APPENDIX G

California State University, Northridge

TELEPHONE EVALUATION AND DISPOSITION SHEET
DEAN OF THE COLLEGE OF HEALTH AND HUMAN DEVELOPMENT

Applicant ___________________________________________ Date __________________________

Person Contacted ___________________________ Title __________________________

Institution ___________________________ Phone __________________________

Committee Member Making the Call ______________________________________________

1. Explain to person contacted why you are making the call.

________________________ has applied for the position of Dean of the College of Health and Human
Development at California State University, Northridge and your name was supplied as a reference. We
have a series of questions we are using for these telephone evaluations. Would you be willing to
respond?

2. Briefly explain functions and responsibilities of the Dean of the College of Health and Human
Development.

The Dean of the College of Health and Human Development reports to the Provost and Vice President for
Academic Affairs and oversees the College’s departments and programs. The Dean has primary
responsibility for determining proper use of allocated resources and, in cooperation with the faculty, for
maintaining and improving the quality of instruction; for creating and sustaining an environment
supportive of excellence in research, scholarship and teaching within the context of a learning
organization; and for planning and administering the College’s budget. The Dean plays a major role in
developing and maintaining external relations with organizations and individuals in the community and in
government and in seeking supplementary external support for the College.

3. How long and in what capacity have you known the candidate? How well has the candidate performed in
that position?

4. What kind of experience has the candidate had in working with faculty/staff on personnel issues in a
collective bargaining environment?

5. What is your assessment of the candidate’s skills in supervising faculty and staff?

6. How successful has the candidate been in dealing with budget planning and administration?

7. Does the candidate appear to have a vision of the future for his/her department/college? How well has the
candidate developed and implemented plans to achieve that vision?

8. Please give me an example or explain how the candidate has been supportive of research, scholarship,
and/or creative activity
9. How has the candidate shown leadership in developing relations both within the organization and with outside organizations?

10. How successful has the candidate been in securing external funding (grants, private donors, foundation grants, etc)?

11. CSUN has a culturally diverse environment. Please comment on the candidate’s sensitivity to these issues.

12. Would your university hire this person as a dean? Why or why not?

13. Are there any other strengths or weaknesses we should know about this candidate in evaluating his/her qualifications for the position of Dean?

14. Is there anyone else whom we should contact for further information about the candidate’s qualifications for the Dean’s position at CSUN?

Additional comments:
APPENDIX H

DEAN OF THE COLLEGE OF ENGINEERING & COMPUTER SCIENCE
CANDIDATE SCHEDULE

(CANDIDATE NAME)

MONDAY, MARCH 10, 2016

9:00 – 10:15 AM  Search Committee
                 Location: University Hall 277

10:15 – 11:00 AM  Provost’s Council
                  Location: University Hall 277

11:00 – 12:00 PM  Campus Tour

12:00 – 1:30 PM  Lunch with Department Chairs
                 Location: University Club

1:30 – 2:30 PM  Open Meeting with College of Engineering and Computer Science Faculty and Staff
                Location: University Hall 277

2:30 – 3:00 PM  Break

3:00 – 5:00 PM  Presentation and Reception
                Location: University Hall 277

5:30 PM  Dinner with Committee Members

TUESDAY, MARCH 11, 2016

8:00 – 9:00 AM  Provost
                Location: University Hall 220

9:00 – 9:30 AM  Dean’s Staff
                Location: University Hall 277

9:30 – 10:15 AM  Director of Development
                 Manager of Academic Resources
                 Location: University Hall 277

10:15 – 11:15 AM  Open Meeting with College of Engineering and Computer Science Students
                 Location: University Hall 277

11:15 – 12:00 PM  Department of Mechanical Engineering Personnel Committee
                  Location: University Hall 277
APPENDIX I

HHD Dean Search and Screen Committee Interview Questions

Candidate Name _________________________________  Date _______________________

1. As an administrator, what has been the most difficult situation you have had to handle and how did you resolve it?

2. Please identify what you see as the current trends in higher education. Given these trends and your knowledge of the College of Health and Human Development, what would be your vision for the college in the next five years?

3. We aspire to be an innovative, collaborative, learning community of students, staff, and faculty who foster the optimal potential and development of our members and whose we serve. Please comment on how this vision complements your own vision for the college.

4. What priority would you assign towards supporting faculty research? In what way(s) would you assist faculty committed to conducting research?

5. A number of recent activities in the college have focused on efforts to enhance interdisciplinary, cross-disciplinary, and integrated studies. How would you facilitate the continuation of such efforts?

6. In the disciplines represented in the college, there are many opportunities for service to the community. What should be the balance between research, service to the university, and service to the community?

7. A Dean must maintain open lines of communication with a variety of different constituencies (Provost’s Office, Provost’s Council, faculty in each department, department chairs, staff, and faculty governance committees). The person in the position will be dealing with very sensitive issues (personnel decisions, space and resource allocations). What skills do you have and what techniques and strategies would you use to facilitate productive communication?

8. What is your experience with fundraising and development activities? How would you propose to meet University expectations in these areas?

9. What is it about this position that interests you? Why do you wish to leave your current position?
MEMORANDUM

To: Provost Yi Li

From: Search and Screen Committee for Dean, College of Engineering and Computer Science; <Names of Committee Members>

Date: March 25, 2016

Subject: Final Report of the Search and Screen Committee for Dean, College of Engineering and Computer Science

In compliance with the procedures in the approved University Search and Screen Manual, the following report is submitted.

The Search and Screen Committee wishes to recommend to you for your consideration for Dean, College of Engineering and Computer Science the following four candidates listed in alphabetical order:

CANDIDATE 1
CANDIDATE 2
CANDIDATE 3
CANDIDATE 4

The candidate qualities the Search and Screen Committee was looking for include: leadership with an understating of the important role of faculty governance, forward thinking, experience with capital development, and experience with student recruitment and retention techniques.

These four candidates met all of the criteria for the position; however, in the opinion of the Committee, we found (NAME) and (NAME) to be the mostly highly qualified.

A fifth candidate, (NAME), was brought on to campus for an interview but in the opinion of the Committee, the candidate’s aspirations did not fit with the position and there were concerns about his management style (very top-down) and minimal experience in recruitment and retention of students in engineering.

A brief summary of the background and qualifications of each of the finalist candidates follows. The resumes of the candidates are attached.

(BRIEF SUMMARY OF EACH FINALIST CANDIDATE)

Search Procedures

The procedures employed in this search are those listed in the approved University Manual of Procedures for Search and Screen Committees for Academic-Administrative Positions.
The Search and Screen Committee met initially on October 10, 2015 with Provost Yi Li, Kristina de la Vega, Associate Vice President for Human Resources, Susan Hua, Director of the Office of Equity and Diversity, and William Whiting, Associate Vice President for Faculty Affairs to discuss the charge to the committee and its responsibilities. By the end of the second meeting on October 17, 2015, a recruitment timetable (Attachment #1) and a recruitment plan (Attachment #2) were established. The committee also reviewed the position description for the Performance Program (Attachment #3) and the position announcement (Attachment #4) at the second meeting. These were approved by the Director of the Office of Equity and Diversity.

The position was announced shortly thereafter in the following publications:

- CSU, Northridge Employment Opportunities
- Chronicle of Higher Education
- CSU Careers
- HigherEdJobs.com
- IEEE Computer Society
- Insider Higher Ed
- Communications of the Association for Computing Machinery
- IEEE Spectrum
- American Society of Civil Engineers
- Society of Manufacturing Engineers
- ASEE PRISM, American Society for Engineering Education
- American Society of Mechanical Engineers
- Society of Women Engineers

The position was designated as “open until filled” with an initial application screening date of January 10, 2016. Thirty-three applications were received as of that date.

All applicants were initially screened independently by all of the members of the committee. An application evaluation and disposition form (Attachment #5) was used by the committee members to evaluate the candidates. The committee then met as a whole to separate the candidates into three categories: 1) those who did not meet minimum qualifications, 2) those who met the minimum qualifications but who were weak in certain areas as compared to other candidates, and 3) those who were highly qualified and who should be considered for an interview. There were seven applicants in the highly qualified category. References were checked via telephone calls using a formal set of prepared questions (Attachment #6) on each of the applicants in category #3 plus the top applicant from category #2. An additional evaluation form was completed for those eight applicants (Attachment #7). Based on the telephone reference checks and evaluation forms, we invited the following five candidates for on-campus interviews: CANDIDATE 1, CANDIDATE 2, CANDIDATE 3, CANDIDATE 4, CANDIDATE 5.

The evaluation criteria used to evaluate the candidates and the procedures used to select the candidates to be interviewed were approved by the Director of the Office of Equity and Diversity.

Candidates were invited to campus for one and a half day interviews. Each candidate met with the Search and Screen Committee during which a set of formally prepared interview questions (Attachment #8) was used.

The candidates were also interviewed by:

- Provost Li
- Provost’s Council
- Director of EOP
- CECS Associate Dean and Dean’s Staff
- CECS Department Chairs
CECS Faculty, Staff, and Students
The appropriate CECS Department Personnel Committee
Exit meeting with the Search and Screen Committee

In addition to the formal interviews, each candidate was asked to give a 30-minute presentation to the college faculty and staff on “the future of engineering and computer science at CSU, Northridge or in terms of the professions as a whole” followed by about 30 minutes of informal discussion. Each candidate was also given a tour of the campus, lunch with as many members of the Search and Screen Committee who could attend (usually about four), and dinner with the Committee Chair, normally one other Committee member, plus one or two members of the College of Engineering and Computer Science.

At the conclusion of the interview process the Search and Screen Committee met to evaluate the candidates brought on campus. The committee selected the four candidates listed above as the finalists for the position of Dean, College of Engineering and Computer Science.

In accordance with the procedures in the Search and Screen Manual, this report is being submitted to the Personnel Planning and Review Committee on March 25, 2016.
APPENDIX K

SEARCH AND SCREEN CHECKLIST – COMMITTEE MEMBERS

1. Position description drafted/updated (appointing administrator)
2. Vacancy announcement drafted (Equity & Diversity, AVP of HR)

**During the first meeting, the Committee:**

3. Elects the Chair
4. Reviews the vacancy announcement and determines where to place advertisements
5. Establishes timetable
6. Develops a recruitment plan, which must be approved by Equity & Diversity

**After the first meeting:**

7. Appointing administrator approves announcement and sends a copy to each committee member and the AVP of Human Resources
8. Ads are placed by the office of the AVP of Human Resources
9. Letter of acknowledgement sent to each applicant
10. Evaluation instruments devised by Committee and approved by Equity and Diversity prior to initial screening
11. Candidate pool is narrowed. Committee members fill out evaluation instrument for each candidate
12. Equity and Diversity reviews files to determine if all candidates were given equal consideration
13. Reference checks done by Committee members
14. A list of interview questions to be asked of each candidate should be drawn up before the first interview
15. Evaluation/Comment Sheets should be drafted for all who meet with the candidate (to be returned to the Committee)
16. Top candidates are invited to campus for full interviews
17. Interview schedule is arranged (administrative support)
18. Committee members arrange who will take care of candidates while they are on campus
19. Finalists are recommended
20. If requested by the appointing administrator, a draft copy of the committee report may be made available to the appointing administrator. Additionally, committee members may meet with the appointing administrator at this time to discuss the recommendation of finalists and the report.


22. Members of the Committee present the report to PP&R and answer any questions.

23. If they have not done so previously, the Committee Members meet with the appointing administrator to discuss the recommendation.

24. The appointing administrator does additional reference checking and makes the final offer.

25. Search files are closed and deposited in the Office of Human Resources.
APPENDIX L

SEARCH AND SCREEN CHECKLIST – COMMITTEE CHAIR

The Chair is responsible for ensuring that the following duties are accomplished:

1. Establishing a timely schedule
2. Drafting form letters
3. Establishing and maintaining files
4. Logging application materials
5. Developing evaluation instruments based upon the qualifications cited in the vacancy announcement
6. Certification by Equity and Diversity is attained
7. Confirming candidates’ continuing interest
8. Making telephone reference checks
9. Scheduling on-campus interviews
10. Attending to off-campus applicants’ well-being – housing, transportation, special needs, etc.
11. Writing the final report

These are the minimal duties; an active chair will initiate networking contacts as soon as possible. Also, please discuss these duties with the person who is providing administrative support.
APPENDIX M

SEARCH AND SCREEN CHECKLIST – ADMINISTRATIVE SUPPORT

1. Work closely with chair in completion of all tasks
2. Type any forms for the Committee
3. Send acknowledgement letters to each applicant
   - get chair’s permission to sign his/her name on letters
   - attach an AA-2 form with return envelope
   - keep a copy of the letter for the file
4. Notify Committee members when applications are received
5. Make all arrangements for the campus interviews
   - chair calls to get dates of availability for each candidate
   - check dates with key people: Provost, Committee, etc.
   - call candidates back to verify the date of their visit
   - candidate should arrange for own travel, to be reimbursed
   - contact all people who will be interviewing the candidates and arrange the schedule for each candidate (including room reservations)
   - make hotel reservations (bill to University)
   - process reimbursements for expenses during the campus visit
6. Send letters to unsuccessful candidates notifying them that they have not been selected for the position
7. Contact Committee members to sign final report; after it has been signed by all, make copies for PP&R. Be sure to stamp it “Confidential”
8. Collect all required information at the conclusion of the search for the Search and Screen Committee Summary
APPENDIX N

GUIDELINES RESPECTING ACTING AND INTERIM ADMINISTRATIVE APPOINTMENTS
Approved August 5, 2004

1. The Administrative Candidates Registry

At the beginning of each academic year, the Office of Equity and Diversity will advertise the existence of an Administrative Candidates Registry, known as the Registry, to all employees at CSUN in @CSUN, and to individuals on neighboring campuses through appropriate means. Those interested in administrative appointments may submit a short vita stating their interest and experience which will be kept on file at CSUN in the Office of Equity and Diversity.

2. Specific Procedures for all Acting and Interim Appointments

These procedures will be used for acting and interim appointments for full-time administrative positions which (1) are covered by Section 600, Academic Personnel Policies and Procedures, (2) are above the level of department chair, and (3) are for a period of one semester or longer. Normally an acting or interim appointment should last for a period of one year or less unless a longer appointment is necessary for recruitment, business operations or other institutional concerns. With the concurrence of the appointing administrator and the Personnel Planning and Review Committee, appointments may be longer than one year. Acting or interim appointments will not result in permanent appointments without a search conducted in accordance with the Search and Screen Manual.

Prior to the appointment of any individual to an acting or interim administrative position, the following steps will be followed:

STEP 1 The Associate Vice President, Human Resources will provide a draft of the Performance Program and Management Vacancy Announcement for the vacancy to the appointing administrator. The appointing administrator will confer with the Chair of the Personnel Planning and Review Committee and the Director of the Office of Equity and Diversity. One of the criteria for appointments to any administrative office should be the candidate’s demonstrated commitment to equity and diversity.

STEP 2 The Associate Vice President, Human Resources will post the Management Vacancy Announcement as appropriate and place any paid advertising. The Director of the Office of Equity and Diversity will announce the existence of the vacancy by mail to those in the Registry.

STEP 3 The Selection Committee, if one exists, or the appropriate administrator, will meet with the Director of the Office of Equity and Diversity and describe the procedures followed in arriving at the list of final candidates for the position. The Director will certify that proper attention was paid to equity and diversity procedures during the search or suggest corrective measures to be taken before the final decision regarding the appointment is made.

STEP 4 The appropriate administrator will meet with the Personnel Planning and Review Committee and describe the procedures followed in arriving at the list of final candidates for that position. PP&R will review the search procedures to determine if the search was
conducted in accordance with University rules. After reviewing the search procedures, PP&R will
(1) approve the procedures or
(2) notify the appointing administrator if there is a need for a corrective action with specific recommendations for the corrected action.

STEP 5

Upon receipt and review of the findings and recommendations of the appointing administrator and the Personnel Planning and Review Committee, the President will make the final decision regarding the appointment.