

## EEO Committee's Role in the Selection Process for Managers

Selection Process from the Uniform Employment Selection Guide	Is there a role for the EEO committee for this step of the selection process?	If so, what might that role be?	Question or Comment
Recruitment Placement			
Review of Job Description			
Develop selection procedure and calendar of activities			
Develop job announcement and supplemental job information questionnaire			
Evaluate applications and supplemental job information questionnaires (minimum qualifications and desirable qualifications)			Should this be blind?
Conduct tests if appropriate			
Conduct structured screening interviews			
Conduct hiring interviews			
Conduct reference checks			

General questions for the senate:

EEO P24: (D4) At every level, interviews must include a question which assess the candidates understanding of and demonstrated commitment to diversity and his or her level of cultural proficiency. Reference checks shall also include one question assessing the candidate's understanding of and demonstrated commitment to diversity, and his or her level of cultural proficiency.

Who develops those questions?

Who develops the Interview Guide and Rating Form? (P8.5)

Are the interviewers trained for this? (P9.7)