

**AFFIRMATIVE ACTION COMPLIANCE REPORT
CLINICAL DEPARTMENTS FACULTY POSITIONS**

1. FPA# Dept. Title Sub Discipline
2. Recruitment Procedures: (Note any differences from submitted FPA; hiring plan; additional candidate sources such as potential applicant files, etc.):

3. **Total number of applicants** for position:
- a. Based on available information, how many of these applicants are:

	Male	Female
Black		
Hispanic		
American Indian/Alaskan Native		
Asian/Pacific Islands		
White		
Other (specify)		

4. Describe the screening process used to select applicants receiving further consideration. Include the names of the search Chair and committee members. Describe all steps used to rank applicants:

5. Total number of people on **final short list** (i.e. actually interviewed):
- a. Of those interviewed how many are:

	Male	Female
Black		
Hispanic		
American Indian/Alaskan Native		
Asian/Pacific Islands		
White		
Other (specify)		

- b. Of these, how many are Minorities Women

- c. If none of these were offered or accepted the position would you:
- Reopen the search
- Cancel the position
- Consider candidates who are ranked lower on the list

d. If the number of finalists and those interviewed are not equal, please detail reasons for this difference:

e. If no protected group member is included above, please explain the reasons for this result:

6. Interview process:

a. List names and titles of interviewers:

b. List criteria used to rank those interviewed:

7. Departmental Preference (Attach all minutes or documentation of department relative to this selection.)

a. List, in order of preference, only those candidates to whom an offer would be extended based on the department's needs and description as submitted in the FPA. Please submit CV's and letters of recommendation on each of the individuals listed below:

Name	Sex	Race	Reason for Rank Order

b. If any interviewed candidates would not be extended an offer, specify the reasons for elimination:

Name	Sex	Race	Reason for Rank Order

8. Name of selected candidate _____
Effective Date of Appointment _____ at \$ _____ for _____ % time

Briefly explain the reasons for the salary offer

Term of appointment (years) 1 2 3 5

Department Chair

Date

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Michele G. Cyr, MD, FACP, Associate Dean for Academic Affairs

Date

Comments:

Director, International Diversity Office

Date

Comments:

Edward J. Wing, MD, Dean of Medicine and Biological Sciences

Date

Comments: