**Faculty Search Committee Code of Conduct**

Prior to posting the position, the committee will agree on selection criteria and procedures for screening and interviewing applicants.

* Search committee members will identify and actively recruit a diverse applicant pool.
* Applications will be reviewed without bias with regard to race, color, religion, sex, age, national origin, status as disabled, Vietnam Era or other covered veteran status and disability.
* All candidates will be treated with courtesy and respect.
* Search committee members will maintain confidentiality throughout the screening process. Information about applicants during the pool evaluation process is considered private, except for those identified as finalists.
* Any real or potential conflict of interest between a committee member and an applicant will be promptly disclosed to the committee.
* A committee member’s agreement to participate in the committee means that s/he is will not apply for the position.
* Search committee recommendations are advisory. The committee should clearly describe strengths and weaknesses of each applicant.