



Recruitment Equity Advocate FAQ

Q. Can the REA participate in the interview process?

A. The REA is required to attend and participate in all interviews, including asking interview questions, to ensure an equitable process.

Q. Can the REA vote in the selection process?

A. The REA will be expected to be a fully participating committee member. (For TT searches, this would apply to REAs who are tenured faculty members).

Q. When should the REA recuse themselves from serving on a committee?

A. If any committee member, including REA, has a conflict of interest, or anything that could be construed to affect their ability to ensure equal employment opportunity, they should recuse themselves from serving on the committee. An alternate REA will need to serve as a replacement.

Q. When should the recruitment be canceled?

A. After meeting with the Title IX/DHR Director and the AVP for HR and it has been clearly documented the search process has violated equal employment practices as prescribed by legal mandates and related university policies and procedures.

Q. Can a staff REA serve on a faculty recruitment committee (or visa versa)?

A. The faculty unit contract limits those who may serve on a tenure-track faculty recruitment to tenured faculty (or tenure-track with approval from the Dean). On the other hand, a faculty REA may serve on a staff recruitment committee.

Q. Can the committee contact people who are not on the applicant's reference list?

A. No, but there may be some circumstances that justify this. Contact Human Resources (staff) or Academic Personnel (faculty) for assistance with this.

Q. Can prior knowledge of an applicant's qualifications be shared with the committee?

A. No, this information may be biased in some way; additionally sharing prior knowledge of one applicant will preclude equitable treatment of all the applicants. (If the applicant is a CSUMB employee, the committee chair may review the employee's personnel file.)

Q. Can the REA be changed or substituted for one or more of the initial interviews?

A. No, as with other committee members, the REA should be present at each stage. If this is not possible, please consult with HR.

Q. Will the REA be compensated?

A. No, REA's will not be compensated.

Q. How will the REA be selected?

A. An REA will be a volunteer from the identified talent selection committee members. In cases when an REA can't be identified from the talent selection committee members, an REA will be appointed by HR in consultation with OIES.