

CONFIDENTIAL DOCUMENT - Please post to your search's page on the Cornell Dropbox. Julie Delay or the Associate Dean for Diversity can give you access if needed.
Do not send by e-mail.

College of Engineering
Strategic Oversight Committee on Faculty Hiring
Demonstration of Diversity in Applicant Pool

Update on Faculty Search Data as of: _____

Department	Academic Year	Individual Search # in TALEO	Applicant Pool					Interviewees			Offer(s)			Hire(s)			Start Date or	
			Male	Female	Unknown gender*	URM	Total	Male	Female	URM	Male	Female	URM	Male	Female	URM	Name(s)	Anticipated Start Date
Example: School of X Engineering	2008	5455	25	20	3	10	48	2	2	2	1	1	1	0	1	1	Smith, Sue	7/1/2008

* Unknown category: applicants for whom gender could not be determined; should not exceed 10% of total pool

Top 10 Applicants to-date	Name	Current Position	Institution	Solicited/Unsolicited Application
1				
2				
3				
4				
5				
6				
7				
8				
9				
10				

Top 5 Male Applicants	Name	Current Position	Institution	Solicited/Unsolicited Application
1				
2				
3				
4				
5				

Top 5 Female Applicants	Name	Current Position	Institution	Solicited/Unsolicited Application
1				
2				
3				
4				
5				

Top 5 URM Applicants	Name	Current Position	Institution	Solicited/Unsolicited Application
1				
2				
3				
4				
5				

In addition to the above data, the DSC Chair (or other representative) should be prepared to answer the following questions if meeting with the SOC in person or provide the answers if submitting a written request:

- Where was the position ad posted?
- How many applications resulted from the advertisement?
- How many applications resulted from individual solicitations?
- Who did the DSC contact at peer institutions for recommendations of people to consider?
- Who in the department beyond the DSC contributed contacts at other institutions or applicants to consider for the position?
- What has the DSC done to actively diversify the applicant pool?
- What has the DSC done to ensure that the top candidates are diverse?