

Form III-A EEO Report

Position Title: \_\_\_\_\_

Budget Unit and/or Department: \_\_\_\_\_

1. **Department EEO Report:** The search chair or search admin will request the EEO Report from the Human Resources employment services representative; this report should be attached to this form. This report must be reviewed by all of the parties listed below before any interviews begin.

2. **Potential Applicant Pool:** The search committee will examine data from an appropriate source and compare this data to the applicant pool to evaluate the diversity of the applicant pool. The committee will provide the data source or attach the data to this form. If data is not attached to this form, please list the data source here:

Potential Resources:

- National Science Foundation Survey of Earned Doctorates [nsf.gov/statistics/srvydoctorates](https://www.nsf.gov/statistics/srvydoctorates)
- ASEE Engineering and Engineering Technology by the Numbers <https://ira.asee.org/wp-content/uploads/2021/02/Engineering-by-the-Numbers-FINAL-2021.pdf>
- Your own discipline specific professional organization

3. **Determination:** If the representation of women and/or minorities in the applicant pool is low, it is a best practice to consider additional recruitment efforts prior to any interviews. If the diversity of applicants is deemed acceptable, please provide a brief justification for this determination.

I certify that I have examined the diversity of the applicant pool and recommend moving forward with interviews.

\_\_\_\_\_ Search Committee Chair

\_\_\_\_\_ Department Chair

\_\_\_\_\_ College Dean

Forward to Provost for Review

Proceed with interviews

\_\_\_\_\_ Provost and Senior V.P. for Academic Affairs