

# University of Florida Faculty Equity Compliance Report

**Requisition Number** \_\_\_\_\_ **Position #:** \_\_\_\_\_  
**Position Title:** \_\_\_\_\_  
**Department:** \_\_\_\_\_

A. List of top 3-5 Applicants:

Name (Last, First MI)	Offer Made	Racial/Ethnic Group	Gender	Hired

B. Please indicate the following for qualified applicants:

C. Please indicate the following for applicants interviewed:

	Male	Female
1. Black or African American	<input type="checkbox"/>	<input type="checkbox"/>
2. Asian	<input type="checkbox"/>	<input type="checkbox"/>
3. White	<input type="checkbox"/>	<input type="checkbox"/>
4. Hispanic or Latino	<input type="checkbox"/>	<input type="checkbox"/>
5. American Indian or Alaska Native	<input type="checkbox"/>	<input type="checkbox"/>
6. Native Hawaiian or Other Pacific Islander	<input type="checkbox"/>	<input type="checkbox"/>
7. Other	<input type="checkbox"/>	<input type="checkbox"/>
8. No Information Given	<input type="checkbox"/>	
Total number of applicants interviewed		

	Male	Female
1. Black or African American	<input type="checkbox"/>	<input type="checkbox"/>
2. Asian	<input type="checkbox"/>	<input type="checkbox"/>
3. White	<input type="checkbox"/>	<input type="checkbox"/>
4. Hispanic or Latino	<input type="checkbox"/>	<input type="checkbox"/>
5. American Indian or Alaska Native	<input type="checkbox"/>	<input type="checkbox"/>
6. Native Hawaiian or Other Pacific Islander	<input type="checkbox"/>	<input type="checkbox"/>
7. Other	<input type="checkbox"/>	<input type="checkbox"/>
8. No Information Given	<input type="checkbox"/>	
Total number of applicants interviewed		

D. Justification for Selected Applicant:

E. If applicant declines offer, state reason of declination:

F. Please list the reason for rejecting applicants who were interviewed but not selected

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G. What actions did your committee take to ensure a diverse applicant pool? Please indicate all that apply with a "Yes" in the appropriate box. See the Faculty Development website for more information:

<http://www.aa.ufl.edu/aa/facdev/>

Yes/No

- Received diversity coaching from the Associate Provost or Provost representative
- Attended diversity recruitment workshop
- Consulted department or college diversity specialist
- Contacted UF faculty to solicit minority, women, and non-minority candidate nominations
- Used "List of Five" for nomination letters
- Adopted year round diversity recruiting techniques
- Included an external diversity advocate on the search committee
- Consulted professional "talent banks" and registries
- Underscored diversity through the language used in the position announcement
- Informed minority and women's professional interest groups of the position opening
- Organized focus to assess strengths and weaknesses of the recruitment program
- Placed ads in targeted journals and on specialized websites
- Initiated recruitment trips or other direct action and recruitment strategies to attract new minority and women Ph.Ds to the faculty
- No Action Taken

H. Hiring Data

After approval, the Dean/Director designates authority to the Department Chair or Hiring Authority to offer the position to the recommended applicant and to initiate the appointment. There must be no discrepancy between the information indicated below and the information contained in the advertisement.

**\*Appointment Salary** \_\_\_\_\_ **\*Date of Acceptance** \_\_\_\_\_

**Job Code** \_\_\_\_\_ **\*Effective Date of Employment** \_\_\_\_\_

**Appointment Title** \_\_\_\_\_

EO Officer \_\_\_\_\_ Dean: \_\_\_\_\_

Department Chair \_\_\_\_\_ Provost Office: \_\_\_\_\_