



Name of Position
Department of **Name**
Faculty Track, Rank

1. The Search Committee will be appointed by the Department Chair. *(Provide a list of the search committee members including their full name, credentials (MD, PhD, etc.) and email addresses. Must designate a Search Committee Chair and Diversity Representative.)*
2. The Search Committee will meet to review the FPA/Search Plan documents. If the Search Committee has any questions regarding the search process, the Search Chair should contact [BioMed Faculty Administration](#) (BMFA).
3. The Search Committee will meet with a representative from OIED to discuss best practices for opening and conducting a search. Additionally, the Search Committee will include details of this meeting in the Interim Pool Report or Compliance Report as part of the Recruitment Procedures description.
4. The [Advertisement \(Attachment A\)](#) will be placed in at least **2 of the following 3 journals, or 3 of the following 5 journals depending on publication dates, etc. (list journals)** and will consider advertising in the Academic Physician and Scientist Journal.
5. The **Recruitment Letter (Attachment B)** will be sent to the... **Example: Chairs of the Departments and Divisions of and/or Fellowship Program Directors** *(attach list of selected individuals, organizations, departments, etc.)*, and to the protected groups listed below:

<p>American Association for University Women Gloria L. Blackwell Senior Vice President of Fellowships & Programs 1310 L St. NW, Suite 1000 Washington, DC 20005 Fellowships@aauw.org 202.785.7700</p>	<p>Association of American Indian Physicians Tom Anderson Executive Director 225 Sovereign Row, Suite 103 Oklahoma City, OK 07318 https://www.aaip.org/job-center/ 405.946.7072</p>
<p>Brown University, Warren Alpert Medical School Joseph Diaz Associate Dean for Diversity and Multicultural Affairs joseph_diaz@brown.edu 401.863.1000</p>	<p>American Medical Women's Association 1100 E. Woodfield Rd., Suite 350 Schaumburg, IL 60173 associatedirector@amwa-doc.org 847.517.2801</p>
<p>Brown University, OIED Sylvia Carey-Butler, PhD Vice President for Institutional Equity and Diversity Sylvia_Carey-Butler@brown.edu</p>	<p>Morehouse School of Medicine Douglas Paulsen Associate Dean for Graduate Studies 720 Westview Drive, SW Atlanta, GA 30310 dpaulsen@msm.edu; msm-oepe@msm.edu 404.752.1559</p>

<p><u>Brown University, Warren Alpert Medical School</u> Katherine Sharkey Assistant Dean for Women in Medicine and Science <u>katherine_sharkey@brown.edu</u> 401.863.1000</p>	<p><u>Howard University College of Medicine</u> Debra White-Coleman Director, Office of Continuing Medical Education 520 W Street, NW Washington, DC 20059 <u>dwhite-coleman@howard.edu</u> 202. 806.5620</p>
<p><u>National Hispanic Medical Association</u> 1920 L St., NW, Suite 725 Washington, DC 20036 <u>nhma@nhmamd.org</u> 202.628.5895</p>	<p><u>National Medical Association</u> 8403 Colesville Road, Suite 920 Silver Spring, MD 20910 202.347.1895</p>
<p><u>Association for Women in Science</u> 1667 K Street NW, Suite 800 Washington, DC 20006 <u>awis@awis.org</u> 202.588.8175</p>	<p><u>Pathways to Science Portal sponsored by the National Science Foundation</u></p>
<p><u>Federation of American Societies for Experimental Biology</u> 9650 Rockville Pike Bethesda, MD 20814 <u>info@faseb.org</u> 301.634.7000</p>	<p><u>Society for the Advancement of Chicanos and Native Americans in Science</u> <u>Info@sacnas.org</u> 831.459.0170</p>
<p><u>Meharry Medical College</u> Office of the Dean, School of Medicine 1005 Dr. D.B. Todd Jr. Blvd. Nashville, TN 37208 615.327.6000 615.327.6204</p>	<p><u>MinorityPostdoc.org</u></p>
<p><u>National Council of Asian and Pacific Islander Physicians</u> 9561 Bell Drive, Great Falls, VA 22066 <u>advocate@ncapip.org</u>; <u>dhawks@ncapip.org</u> 202.441.1192</p>	<p><u>Student National Medical Association (SNMA)</u> 5113 Georgia Avenue, NW Washington, DC 20001 202.882.2881</p>
<p><u>AAMC Career Connect for Employers</u> 655 K Street, NW, Suite 100, Washington, DC 20001-2399 860.437.5700</p>	<p><u>The Leadership Alliance, Brown University</u> 133 Waterman Street Providence, RI 02912 <u>theleadershipalliance@brown.edu</u> 401.863.9892</p>
<p><u>Association of American Medical Colleges (AAMC) Faculty Roster System</u> 655 K Street, NW, Suite 100, Washington, DC 20001-2399 202.828.0400</p>	

6. Search committee members will log into the Interfolio website at www.interfolio.com and rank the candidates. Review of the applications will begin immediately and will continue until the position is filled or the search is closed.
7. All applicant information will be collected automatically in Interfolio.
8. The Search Committee will meet and review the applicant pool. Applicants who meet the minimum requirements will be listed.
 - The Search Committee may inform applicants who do not meet the minimum requirements/criteria that they will not be considered for the position, based on review of vitae and criteria requirements.
9. The Search Committee may conduct preliminary telephone interviews based on their Interfolio ranking in order to help determine a preferred group of individuals to be interviewed.
10. The department prepares the [Interim Pool Report](#) and short list with the information from the applicant log regarding women and minority candidates and the percentages of each. This report will be submitted to and approved by [BMFA](#) prior to inviting candidates to interview.
11. After the interview process is complete, the Search Committee will rank the applicants interviewed in order of preference. This information will be submitted in the [Compliance Report](#).
 - The Compliance Report must be completed through #6, *name of selected candidate and effective date of appointment*, and submitted to [BMFA](#).
 - The Search Committee will send the Compliance Report to the Department Chair along with the dossier of the finalist for completion of the appointment dossier.
 - The Search Committee will **not** notify applicants of the search of any decisions until BMFA has notified the Committee of the Compliance Report's approval. BMFA will email the Committee with next steps regarding extending an offer to the selected candidate.
12. The Search Committee will close out the search in Interfolio once the Compliance Report has been approved and an offer has been accepted by the selected candidate.
 - The Search Committee will update the position in Interfolio to a Closed status **and** update the applicant statuses for each applicant.
13. The Search Committee's charge to identify the finalist is complete and review is subject to approval by the Department Chair, Senior Associate Dean for the Program in Biology, Executive Dean for Administration, and Office of Institutional Equity and Diversity (OIED).