

STETSON UNIVERSITY

Community Agreement and Confidentiality Statement

As a search committee member at Stetson University (the university), I understand the ultimate success of our search process and the integrity of the university depends on searches being conducted in an impartial, ethical, and professional manner. I acknowledge that I understand and agree to abide by the following throughout, and after, my participation with this search.

Community Agreement

By signing below, I agree:

- I will fully participate in community activities, including being on time and prepared for all meetings;
- I will review with diligence all applicants/vita/resumes provided to me; and
- I will listen to the opinions of other search committee members with respect and an open mind.

Inclusion and Confidentiality Statement

By signing below, I agree to:

- **Inclusive Excellence.** Commit to inclusive excellence and all aspects of diversity, specifically during the hiring process.
- **Workforce Diversity.** Recognition of a diverse workforce for the success and advancement of our university.
- **Professional Conduct.** Conduct myself in a professional manner throughout the search, both with my interactions with other committee members, applicants, those who may participate in open forums, and anyone who may inquire about the search.
- **Confidentiality of Identity.** Permanently protect the identity of individuals who have expressed interest in applying for this position, including individual qualifications and merits, unless expressly directed otherwise by the search committee chair or University Human Resources.
- **Confidentiality of Committee Actions.** Maintain absolute confidentiality of the search committee's deliberations, both during the search process and after its completion. I understand that any breach of confidentiality could result in considerable damage to the reputations and/or livelihoods of the applicants, the search committee members, and the university.
- **Communications.** Refrain from speaking on behalf of the search committee. I understand only the search committee chair, or their designee, is authorized to speak in this capacity. I will not contact applicants without approval of the search committee

chair. If I am contacted by someone who wishes to discuss any confidential aspect of the search, I will refer them to the search committee chair.

- **Conflicts of Interest.** Promptly disclose to the search committee chair any real or potential conflicts of interest between myself and any applicant. I understand if such a conflict arises, I may be precluded from continuing on the search committee.
- **Applicant Inquiries and Contact.** Refrain from independently conducting any type of background check or inquiry on an applicant, including conducting any type of online search of applicants and asking people who may know an applicant for information or opinions about the applicant. Refrain from accepting/reviewing additional materials, communications, or information from an applicant (or someone who knows the applicant) shared outside of the official vetting process.

I understand that I may be removed from the search committee if I breach any of these terms or fail to act in a professional manner. I also understand that should I be removed from the search committee, all terms of this statement remain applicable and binding.

Search Committee Member's Signature

Today's Date

Search Committee Chair/Department

Search/Date