

Academic Senate Statement on Distance Technology for Hiring Interviews

The Academic Senate encourages departments conducting hiring searches to consider allowing the use of video conferencing technology for initial and follow-up interviews. In the effort to promote a faculty that reflects the diversity of our students and to ensure that the best candidates are evaluated, video interviews offer a viable option for those who face hardships travelling to campus for on-site interviews. The Academic Senate recognizes that for some departments evaluating a candidate adequately through interactive video may not be possible. Consequently, the decision to use this technology should be decided by the hiring committees at the beginning of the hiring process. Offering candidates a video option will require that hiring committees adjust the interview process to address possible challenges, but every effort should be made to ensure an equitable process and experience for all interviewees.