**STANDING LEADERSHIP SEARCH COMMITTEE**

[INSERT NAMES IN ALPHABETICAL ORDER]

**CANDIDATES**

[INSERT NAMES IN ALPHABETICAL ORDER]

**EVALUATION CRITERIA** (Scale 1 – 5): See below

[PULL CRITERIA DIRECTLY FROM CANDIDATE EVALUATION FORM]

**SUMMARY**

Overall these are outstanding candidates with many similarities in their degree of success, their vision for the department, and their commitment to the mission of BMC.

[Insert additional summary language]

**Bias Disclosure**

* [Insert any concerns the SLSC may have flagged during the preparation, interview, or evaluation stage. Examples are included below].
* The committee is unclear about the extent to which knowledge about [Candidate C’s] external job offer influenced how they were scored by those that were "in the know"
* The committee felt that the process was very rushed and some procedural things that might have otherwise been worked out in advance were not (specifically review of, revision of, and discussion about how we were going to be using the score sheet)
* The committee wants to acknowledge that [Candidate B] may have had an advantage in developing their vision statement because of their participation in previous searches for the role

**Scoring**

* [Insert summary of SLSC candidate de-brief and recommendation discussion].
* There was general consistency regarding which candidate had higher scores than the others, but the difference in scores between the candidates does not meet "minimally important difference" criteria.

**SUMMARY COMMENTS FROM SLSC**

* Comments can be pulled from the Candidate Evaluation Form or from the SLSC De-Brief

|  |  |  |
| --- | --- | --- |
| **CANDIDATE A STRENGTHS** | **CANDIDATE B STRENGTHS** | **CANDIDATE C STRENGTHS** |
| * Vision for the future growth of the department is aligned with department priorities.
* Thoughtful and cohesive approach amongst cover letter, strategic plan, and interview
* Leadership at local, regional, national level
* Mentored all levels of students and clinicians
* Vision for professional development and centralized training of staff so as to not reinvent the wheel
 | * Mentored many individuals, many of them trainees
* Strong [specialty] foundation lends to credibility of understanding [specialty] across the dept.
* Done - and succeeded - in every mode of [specialty], and has seen all the gaps and opportunities first hand. This set them apart from other candidates, as they had many ideas that came from this experience
* Broad experience with many different types of [specialty] and has a better picture of needs of students, trainees, and faculty
 | * Plan to provide training to faculty and staff to strengthen skills of department
* Dedicated career to some of the most challenging, controversial topics and sought to change highly entrenched practices
* Articulated the importance of emphasizing diversity during hiring, wanting representation that has concordance with the patient population we serve
* Vision for fostering mentorship for those at all career stages including having mentors that are truly invested in junior faculty which requires time/availability - needing to figure out protected time for mentoring, fostering peer mentorship etc.
 |
| **[CANDIDATE A] AREAS OF OPPORTUNITY** | **[CANDIDATE B] AREAS OF OPPORTUNITY** | **[CANDIDATE C] AREAS OF OPPORTUNITY** |
| * Did not have a clear plan to ensure diversity of faculty and diversity of research staff
* Majority of mentoring experiences have been with students and residents
 | * Has not mentored faculty
* Less secure about vision for professional development across the "career lifespan"
 | * Will have a big learning curve re: how to prioritize and acquire new resources
* More narrow focus of [specialty] in past
* Did not have a clear plan for assessing needs, inventory of current resources
 |
| **[CANDIDATE A] GENERAL COMMENTS** | **[CANDIDATE B] GENERAL COMMENTS** | **[CANDIDATE C] GENERAL COMMENTS** |
| * Had an insider’s view of departmental vision that the other applicants did not have.
 | * Consider other leadership opportunities that might be appropriate for them as a pathway to take on a more formal leadership role
 | * Continue to support them in career development through other opportunities
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**SLSC RECOMMENDATION**

[INSERT CANDIDATE NAME]