**Applying Holistic Review to Selection**

**Purpose:** Developing shared definitions of the criteria you identified in Activity 1 helps orient committee members and staff and informs the development of evaluation rubrics; it can also help mitigate the influence of unconscious bias. This activity will help you to define your high-priority criteria and assess if your materials and processes reflect your priorities.

**Directions:**

1. Review your rankings from Activity 1 and select two “very important” criteria for each of the domains in the EAM model. Clearly define each of those criteria.
2. Look at your current recruitment materials and selection filters to determine if these will reveal the priority criteria that you have identified.
3. Determine what you could add or change to assist you in finding the EAMs you are looking for.

**Selection Criteria**

|  |  |
| --- | --- |
| **EXPERIENCES** | **1.** *Criterion:* |
| **Definition:** *How do you define it?* |
| **Assess:** *What evidence will satisfy this requirement? Do my current recruitment and selection materials allow me to assess this criterion? What, if any, changes are needed?* |
|  |
| **2.** *Criterion:* |
| **Definition:** *How do you define it?* |
| **Assess:** *What evidence will satisfy this requirement? Do my current recruitment and selection materials allow me to assess this criterion? What, if any, changes are needed?* |

**Selection Criteria (continued)**

|  |  |
| --- | --- |
| **ATTRIBUTES** | **1.** *Criterion:* |
| **Definition:** *How do you define it?* |
| **Assess:** *What evidence will satisfy this requirement? Do my current recruitment and selection materials allow me to assess this criterion? What, if any, changes are needed?* |
|  |
| **2.** *Criterion:* |
| **Definition:** *How do you define it?* |
| **Assess:** *What evidence will satisfy this requirement? Do my current recruitment and selection materials allow me to assess this criterion? What, if any, changes are needed?* |

**Notes:**

**Selection Criteria (continued)**

|  |  |
| --- | --- |
| **METRICS** | **1.** *Criterion:* |
| **Definition:** *How do you define it?* |
| **Assess:** *What evidence will satisfy this requirement? Do my current recruitment and selection materials allow me to assess this criterion? What, if any, changes are needed?* |
|  |
| **2.** *Criterion:* |
| **Definition:** *How do you define it?* |
| **Assess:** *What evidence will satisfy this requirement? Do my current recruitment and selection materials allow me to assess this criterion? What, if any, changes are needed?* |

**Notes:**