Regulations

- **UT System policy:**
  UTS 187 - Establishes guidelines and procedures for promoting a diverse candidate pool for leadership positions

- **Institutional policy:**
  HOP 4.3.10 - Interviews of Executive Administrators and Other Senior Administrators

“We want to ensure qualified women and minorities have the opportunity to be considered for every senior level position.”

- Chancellor William H. McRaven
More than one candidate must be interviewed

Finalist candidate pool must include female, male, and underrepresented group candidates

Finalists are defined as candidates that interview with the decision maker

Search firms must comply with all requirements

Applicable positions must have a written job description

Interview candidates must meet minimum qualifications and possess the skills and experience related to the position
Applicable Job Titles and Reporting Relationships

President

Any direct report to the President

Vice Deans

Vice Presidents
What is an Underrepresented Group?

Underrepresented groups:

- Hispanic or Latino
- Black or African American
- Native Hawaiian or Other Pacific Islander
- Asian
- American Indian or Alaska Native
Exception Process

If opportunity rule requirements are not met, a written exception must be requested and approved by the President and the UT System Executive Vice Chancellor of Health Affairs.

- Exceptions must be requested prior to interviewing final candidates.
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