**Ground Rules Governing the Search Committee’s Work**

1. We will concentrate on rising above cognitive biases and errors in our discussions.

2. We will adhere to the weighting of each job category, as we agreed when doing our planning.

3. Attendance at each search committee meeting will be the norm.

4. We will present and consider concrete evidence -- not personal opinion or hearsay -- about job candidates.

5. We will guarantee strict confidentiality regarding job candidates, the committee’s procedures, discussions, and deliberations.

6. We will decide, before the committee commences its work, how we will come to decisions during various stages of our work.

7. We will undertake outreach to build up the pool of candidates – the searching part of the search process.

8. All members will have more or less equal “air time” during committee deliberations.

9. All members agree to treat every job applicant with cordial respect.

10. We will use several behavior-based questions, standard questions, and perhaps simulations during our phone, video, and face-to-face interviews; the same list of questions and simulations will be posed to every applicant.