

Recruiting Student Leaders

It's recruitment season for student leadership positions, from RAs to Orientation Leaders to Summer Conference Staff. The Student Affairs Department is running a recruitment campaign that offers current student leaders a "finder's fee" if they recommend someone who ultimately ends up earning a position.

You're concerned that such a campaign might encourage student leaders to only recommend people they know well who might be very similar to them. Will diverse candidates get a fair shake? What about those quiet leaders who aren't as well-known? You bring these concerns to the campaign committee for discussion.

For Discussion:

- Might this type of favoritism end up causing discriminatory hiring practices? Why or why not?
- What are your views about intent vs. impact?
- How could a recruitment campaign steer clear of some of the potential issues that arise here?