

# Pediatric Insight Recap

## Responsibilities of the Chair of a Search Committee

The conversation, Responsibilities of the Chair of a Search Committee delineated several points. The conversation, as with all our Pediatric Insights, is unscripted and free flowing. While the title indicates the general discussion we often address other corollary issues. The main discussion topics discussed are reflected in the points below:

- A clear charge to the committee chair sets the tone for the recruitment process. This charge needs to be communicated repeatedly to the committee members.
- Integrity in the process is critical.
- A commitment to the improvement of child health anchors the search for whatever position is the focus of the search.
- Preparation is necessary with standardization of the process so as to be fair and assure equity.
- Essential is follow-through with all the candidates no matter the outcome of the recruitment. This is discussed as a respectful and important aspect of the recruitment process.
- Evaluation of the recruitment process and outcome to assess what worked or didn't work will ensure continued quality improvement.
- Commitment to support the candidate who is chosen for the position needs to be an integral part of the recruitment and selection process.

*“The chair should be the conduit of information and work with the search committee to assure confidentiality.”*

*– Bruder Stapleton, MD*

### Moderator



#### **Danielle Laraque-Arena, MD, FAAP**

Dr. Laraque-Arena (AKA Danielle Laraque) is President and Professor Emerita of SUNY Upstate Medical University (UMU) and served as the 7th President of UMU, the first woman and first African American to have done so in that institution's 182 years. In that role she served as Chief Executive Officer of the health system and was tenured Professor of Pediatrics, Public Health & Preventive Medicine and Psychiatry & Behavioral Health Sciences.

[Click here](#) to watch the video or listen to the podcast.