

#### **PHASE IV: BIG GROUP DISCUSSION**

In this phase, you will have 20 minutes to discuss with the whole Search Committee about all the information you have about these applicants. Please keep the following rules and tips in mind:

- Refer back to the \*preferred qualifications\* of the RA position when reviewing the material of each applicant
- Exchange the \*private information\* you have with others so that you can reach a better decision at the group level
- Weight different attributes of one applicant \*equally\* during the review process (e.g., an applicant's coursework performance is no more and no less important than his/her teamwork skills)