Inappropriate Reference Questions:

Questions unrelated to the candidate's ability to perform the functions of the position, such as the following, create potential liability for the university and should **not** be asked:

1. _____ has quite a resume. How old is he/she?
2. I noticed that _____ has a physical impairment. How did you accommodate that in the workplace?
3. Our department presently consists only of women. How do you see _____ fitting in within that environment?
4. _____ has an interesting accent. What can you tell us about his/her background?
5. We need someone in this position who will fit in with our students. How do you see _____ fitting in with traditionally aged college students? OR We need someone in this position who will fit in with our predominantly male students. How to you see _____ fitting in within that environment?
6. We notice that _____ belongs to a number of Black/Hispanic/Asian professional organizations. We are particularly interested in diversifying our faculty. Can you tell us whether _____ is African American/Hispanic/Asian?