

September 20, 2005

Memo to: Faculty Senate

From: Dr. Michelle A. Vachris
Chair, Faculty Senate Subcommittee on Faculty Searches

Subject: More Detailed Report on Faculty Searches for AY2004-05

The Faculty Senate Subcommittee on Faculty Searches surveyed the departments that engaged in searches last year. Nine of the fifteen departments responded. Attached please find a copy of the search survey. The results of the survey are summarized as follows:

- No departments reported that they were not able to advertise in the best forum for their discipline.
- Five of the nine Departments reported that CNU ended up hiring the Search Committee's first choice, or if that candidate rejected the offer, CNU hired the Search Committee's subsequent choice.
- If the Dean did not agree with the Search Committee's choice, it did not seem to be related to the Gourman Report. (For example, none of the campus visitors were from Gourman schools – even the one hired, or the school of the candidate was already over-represented in the Department.)
- Six of the nine departments reported that the Provost concurred with the Dean's recommendation.
- Four Departments reported that candidates turned down a campus visit, and four Departments reported that candidates turned down an offer. Candidates turned us down because of the heavy teaching load, the possibility of a five-day schedule and the slow timing of the interview process.
- Recommendations for improvement include:
 - Rely more on the expertise of the search committee.
 - Start the process earlier so we can get more applicants and have a chance to hire candidates before they accept other offers.
 - Decrease the paperwork involved to speed up timing (eg. Three letters of recommendation and approval of the Provost before inviting candidates to campus.)
 - Have candidates fly into Newport News

In addition to the survey results, I compared the list of schools for the new hires with the Gourman Report and found that slightly more than half (53%) of the searches for which I had data resulted in faculty being hired from schools on the list.

Faculty Search Survey

1. Were you able to advertise in the best forum for your discipline?
2. If not, why?
3. How many applications were received per search?
4. How many searches are still pending?
5. Of the completed searches:
 - A. For how many did CNU hire the search committee's first choice?
 - B. If candidates turned down a campus visit, what was the reason?
 - C. If campus visitors turned down offers of employment, what was the reason?
 - D. If the search committee's recommendation was not approved by the Dean, what was the reason?
 - E. If the search committee's recommendation was not approved by the Provost, what was the reason?
 - F. What schools did the campus visitors attend?
 - G. What schools did those hired attend?
6. Overall were there any problems with the searches?
7. Any recommendations for improvements to the process?