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Best Practices for Faculty Searches

Jeff Buller

ATLAS Leadership Training, jeffbuller@mac.com

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Department chairs usually play a key role in hiring faculty members for their programs. Either they make the hiring decision themselves or they recommend candidates to the dean or provost. But chairs usually resort to a process for conducting searches “because we’ve always done it that way” or “because that’s what they did when *I* was hired.” But these practices are not always the best practices.

In this workshop we’ll explore:

- Why the factors we look for in a typical search are frequently not the factors that result in a faculty member’s success or failure.
- Why interviewing itself can lead to poor hiring decisions.
- Which interview questions are informative and which interview questions are (for all practical purposes) useless.
- What frequently overlooked signs to look for when a candidate visits campus.
- How to use video interviews more effectively.
- How to write more effective job postings.
- How to handle internal candidates and incumbents more effectively.