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Applying Lessons from Athletic Recruitment to Faculty Searches

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1) Presentation Title: Applying Lessons from Athletic Recruitment to Faculty Searches

2) Presenter Information-Primary presenter CV/resume or biographical sketch:

David Bellar

David Bellar is the Director for the School of Kinesiology at the University of Louisiana at Lafayette, and the “Mr. Patrick Rutherford”/BORSF Professor in Education. He earned his Ph.D. from Kent State University.

Over the course of his career, David has authored or co-authored over 95 peer-reviewed scientific articles, co-authored several book chapters and received research funding from both government sources and private corporations. In addition to research, David serves on numerous University committees, including the Faculty Incentive Taskforce and the Graduate Council

3) Education; Education Leadership; Higher Education Administration

4) Presentation Theme:

5) Presentation Type: best practice presentation (45 minutes)

6) Abstract: The presenter will share how lessons learned from recruiting intercollegiate athletes can be applied to faculty searches. The presentation will present information and examples for improving position announcements as well as interactions and negotiations with candidates to increase the likelihood of a quality hire.

7) Keywords: Faculty, Recruitment, Search, Hiring, Position Announcement

8) Creative Commons Attribution-Share Alike 4.0

9) Presentation Documents: Description of Session (300-500 words)

Recruiting is an essential component of the job of a department chairpersonⁱ. A high quality faculty is one of the key components of a successful and productive department and central to providing a high quality education to studentⁱⁱ. The process involves oversight of position description development, search committee formation, and ultimately negotiations with candidates. However, very few department chairpersons are formally trained for their positionⁱⁱⁱ, including training on methods to recruit high quality faculty. Most often department chairpersons develop strategies for faculty recruitment while in the role and gain experience with each faculty search. Research has suggested that best practice may involve a

combination of strategies to attract new faculty^{iv}. It would therefore be beneficial if department chairs were exposed to successful concepts in recruitment as opposed to gaining knowledge mostly through experience.

Often times on university and college campus the Athletics Department has the most cumulative experience in recruiting methods to increase interest in programs as well as the University in general. These departments have to compete for the top-student athletes, against a mass of regulation and have developed strategies to attract top candidates^v. While not all strategies used by these programs that can be of assistance to department chairpersons some simple concepts and practices in student athlete recruitment can be helpful.

During this session, the presenter who has experience as both a department chair and successful recruiter in intercollegiate coaching, will share how using methods learned through recruiting student athletes can be applied to enhance faculty searches. The session will focus on how to properly market a department, how best to interact with candidates, and ultimately how to negotiate. Specific information and examples will be discussed regarding the creation of position announcements and jobs advertisements. Additionally, the presenter will discuss strategies for communication with candidates both during phone interviews and on-campus interviews.

ⁱLeaming, Deryl R. *Academic Leadership: A Practical Guide to Chairing the Department*. Anker Publishing Company, Inc., Jaffrey NH 03452-0390; 1998.

ⁱⁱKezar, A. and Maxey, D. (2014). Faculty Matter: So why doesn't everyone think so? *The NEA Higher Education Journal*, 30, 29-44.

ⁱⁱⁱBooth, David B. "The Department Chair: Professional Development and Role Conflict. AAHE-ERIC/Higher Education Research Report No. 10, 1982." (1982).

^{iv}Mahony, D.F., Mondello, M., Hums, M.A., Judd, M. Recruiting and retaining sport management faculty: factors effecting job choice. *Journal of Sport Management*, 20, 414-430.

^vJudson, K.M., James, J.D., Aurand, T.W. (2004). Marketing the University to Student-Athletes: Understanding University Selection Criteria. *Journal of Marketing for Higher Education*, 14, 23-40.