

Kansas State University Libraries

New Prairie Press

Academic Chairpersons Conference
Proceedings

33rd Academic Chairpersons Conference,
Charleston, SC

Get the Right People on the Bus: Recruiting Quality Faculty

Christopher Barrick

University of Arkansas - Fort Smith, christopher.barrick@uafs.edu

Follow this and additional works at: <https://newprairiepress.org/accp>



Part of the [Educational Leadership Commons](#), and the [Higher Education Administration Commons](#)



This work is licensed under a [Creative Commons Attribution-Share Alike 4.0 License](#).

Recommended Citation

Barrick, Christopher (2016). "Get the Right People on the Bus: Recruiting Quality Faculty," *Academic Chairpersons Conference Proceedings*. <https://newprairiepress.org/accp/2016/Leadership/4>

This Event is brought to you for free and open access by the Conferences at New Prairie Press. It has been accepted for inclusion in Academic Chairpersons Conference Proceedings by an authorized administrator of New Prairie Press. For more information, please contact cads@k-state.edu.

**GET THE RIGHT PEOPLE ON THE BUS:
RECRUITING QUALITY FACULTY**

by Christopher Barrick

ABSTRACT:

A department's success depends on its people. To that end, this presentation aims to outline both best practices and unwritten strategies relevant to the hiring of the best faculty members. From the justifying the need to selecting the right candidate, this presentation will exam all facets of a faculty search.

SESSION DESCRIPTION:

Just as James C. Collins said in his bestselling management book, *Good to Great: Why Some Companies Make the Leap... and Others Don't*, an organization prospers with "first who, then what." Any unit or team must have the right personnel is they want to be successful. In an academic department, recruiting the right faculty is critical.

This presentation will focus on the ins and outs of a faculty search, including best practices and fresh approaches. All aspects of a search will be addressed, including:

- Justifying the need
- Writing the position announcement
- Forming the committee
- "Sifting through the pile"
- Phone interviews
- Reference checks
- On-campus visits
- Final recommendations

In addition to the more concrete aspects of a faculty search, significant time will spent discussing the finer, unwritten arts of selecting faculty candidates:

- Reading between the lines of a CV
- The importance of "fit"

The material comes from a variety sources, including the presenter's own experience on faculty and dean search committees, recommendations from HR and a university Provost, standard literature on academic leadership, organization

leadership from the business world, and contemporary advice from the academy. The presentation will conclude with Q&A that will allow attendees to not only ask questions, but also contribute advice from their own experiences.

This presentation is ideal for newer department chairs, but seasoned academic leaders might also benefit from an examination of one of our more important tasks. While a simple search of a site such as the Chronicle of Higher Education will reveal dozens of articles about job search advice from a candidate's viewpoint, there are far fewer resources concerning the committee's job at hand. Searching for advice for the department chairs that often oversee searches can produce even fewer offerings. Thus, this presentation aims to fill that knowledge gap with an overview of faculty search process with an eye towards selecting the right new member for your team.

Through this presentation, attendees will gain:

- Suggested philosophies for faculty searches
- Strategies to advocate for a new position or to fill a vacant one
- Ways to craft a position announcement that focus or grow the candidate pool
- How to form the best committee to serve the search, the candidates, and the department
- Strategies to identify the best candidates in the pool
- How to identify "red flags" and question marks in candidate CV's
- Revealing questions to ask during a reference check
- Tips for successful phone and on-campus interviews
- Best practices for final search committee recommendations