1. Timing

• Did you follow the timeline established at the start of the search?

• Did you spend less/more than what was allocated for the search?

• What issues or concerns do you have about timing in this search?

2. Advertising

• Did you make special efforts to increase the diversity of the pool?

• What were these special efforts?
3. Campus Interviews

• Were all candidates’ visits conducted as similarly as possible?

• Were all candidates treated respectfully and asked the same questions?

• Were candidates given the opportunity to request specific visits or meetings?

• What issues or concerns do you have about the campus interviews?

4. Communication

• Did you respond in a timely manner to prospective candidates?

• Did you promptly notify candidates who were no longer under consideration?

• Did you notify the finalists who were not selected as promptly as possible?

• What issues or concerns do you have about your communication with candidates?
5. Training and Resources

• Which on-campus resources were most helpful to you before and during the search?

• From where did you obtain these resources?

• What additional support was needed?

6. Strengths

• What were some of the strengths of the process?

• What went well?

7. Improvement

• What are some areas of the process that need improvement?

• What did not go so well?