

EVALUATING A CANDIDATE'S RESPONSES: WHAT WENT WRONG OR RIGHT?

Resource Page #19

To improve the process and success rate of future faculty searches, it helps to know why current candidates accept or reject offers. Provide as much information as possible on your recent search.

Why did your recent hire accept the position? What went right in the search?

Positive practices may include:

- warm attention from the department chair
- frequent and prompt attention by phone and email
- meeting with both graduate and undergraduate students
- meeting with faculty and postdocs of the same underrepresented group
- receiving information about dual career opportunities early in the process
- receiving information about family-friendly policies and resources
- having a partner treated with respect, interest, and enthusiasm
- a sense of the negotiation being with the candidate's long-term best interest in mind
- rapid resolution of negotiation with a formal offer quickly presented

Why did any candidates reject your offer? What went wrong in the search?

Problematic practices may include:

- contradictory information from the chair and other senior faculty members
- evidence of disorganization or lack of unity in the department's approach
- suggestions by faculty that candidates are not being recruited for scientific excellence but because of gender, race, or other social identity
- being asked questions about family issues before any offer is made. These are illegal questions.
- potential colleagues interacting with the candidate's partner in a way that suggests the partner is not valued or desirable on their own terms