EVALUATING A SEARCH: WHAT WENT WRONG OR RIGHT?

To improve the process and success rate of future faculty searches, it helps to know why current candidates accept or reject offers. Please 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 determined in a University of Michigan study include warm attention from the department chair; frequent and prompt attention by phone and email; meeting with both graduate and undergraduate students; meeting with women faculty and postdocs (for women candidates); receiving information about dual career opportunities early in the process; receiving information about family-friendly policies and resources; having the 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 coming quickly.)

Why did any candidates reject your offer? What went wrong in the search?
(Problematic practices determined in the same study 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 aren’t being recruited for scientific excellence but because of gender or race; 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 isn’t valued or desirable on his/her own terms.)