



# The Ins and Outs of Faculty Recruitment

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**AOM Placement Services**



# Overview

- **Vital Statistics**

- **Applicant Survey**

- **The Process**

  - **At AOM**

  - **In General**

- **Questions??**



# Hiring Trends

**AACSB Study 2009-2010 510 US schools**

<b>Institution</b>	<b>Percentage</b>
<b>AACSB Accredited</b>	<b>86.6%</b>
<b>Non- AACSB</b>	<b>13.4%</b>
<b>Public</b>	<b>67.3%</b>
<b>Private</b>	<b>32.7%</b>



# 2010 AOM Placement

## Applicants

□ 723

■ 2009 - 676

□ 2008 - 319

## Positions

□ 289

■ 2009 - 260

□ 2008 - 172

*(as of 26 July 2010)*



# Positions Open through AOM

*(as of 5 August 2010)*

	2007	2008	2009	2010
<b>BPS</b>	<b>169</b>	<b>148</b>	<b>92</b>	<b>116</b>
<b>OB</b>	<b>141</b>	<b>128</b>	<b>86</b>	<b>92</b>
<b>HR</b>	<b>85</b>	<b>95</b>	<b>54</b>	<b>56</b>
<b>Int'l</b>	<b>84</b>	<b>72</b>	<b>46</b>	<b>56</b>
<b>Entrep.</b>	<b>114</b>	<b>116</b>	<b>61</b>	<b>72</b>
<b>OT</b>	<b>60</b>	<b>60</b>	<b>35</b>	<b>33</b>



# Applicants Registered on AOM

*(as of 5 August 2010)*

	2007	2008	2009	2010
BPS	276	189	294	259
OB	291	177	286	288
HR	172	141	205	190
Int'l	166	99	284	44
Entrep.	162	142	173	166
OT	139	82	174	217



**Miss**

Do Not Select  
Potential High  
Performer

**Hit**

Select Potential  
**High** Performer

**Hit**

Do **Not** Select  
Potential **Low**  
Performer

**Miss**

Select Potential  
Low Performer



# 2007 AOM Survey

( Nancy McIntyre & Mary Jo Jackson)

- **Sources used during job search**
  - **75% interviewed at AOM**
  - **11% interviewed elsewhere**
  - **48% Chronicle of Higher Education**
  - **26% Other**
    - Higheredjob.com
    - School websites
    - Discipline websites / listserves





## How did applicants determine with whom to interview?

- **Match teaching preference**
  - 57%
- **Geographic area**
  - 50%
- **Reputation of faculty**
  - 31%
- **“Fit”**
  - 50%



# Fit??

- **Realistic Job Preview**
- **Teaching Load**
- **Research Expectations**
- **Service Commitments**



# Interviewing Do's

- Provide **specific** information
  - Your university
  - Your position
  - Your hiring process
- Demonstrate **genuine interest** in the applicant
- Be **candid** about applicant's prospects



## Helpful Hints

- *Contact recruits as early in the process as possible*
- *Avoid large panel interview*
- *Do not double-book interviews*
- *Only interview **real** prospects*



## Helpful Hints

- ***Do not use hotel rooms!***
- ***Do not interview in Placement Reception Areas or at Interview Tables which have not been assigned for your search***
- ***Consider conducting interviews outside placement area – more relaxed and informative***



# Interview Hints

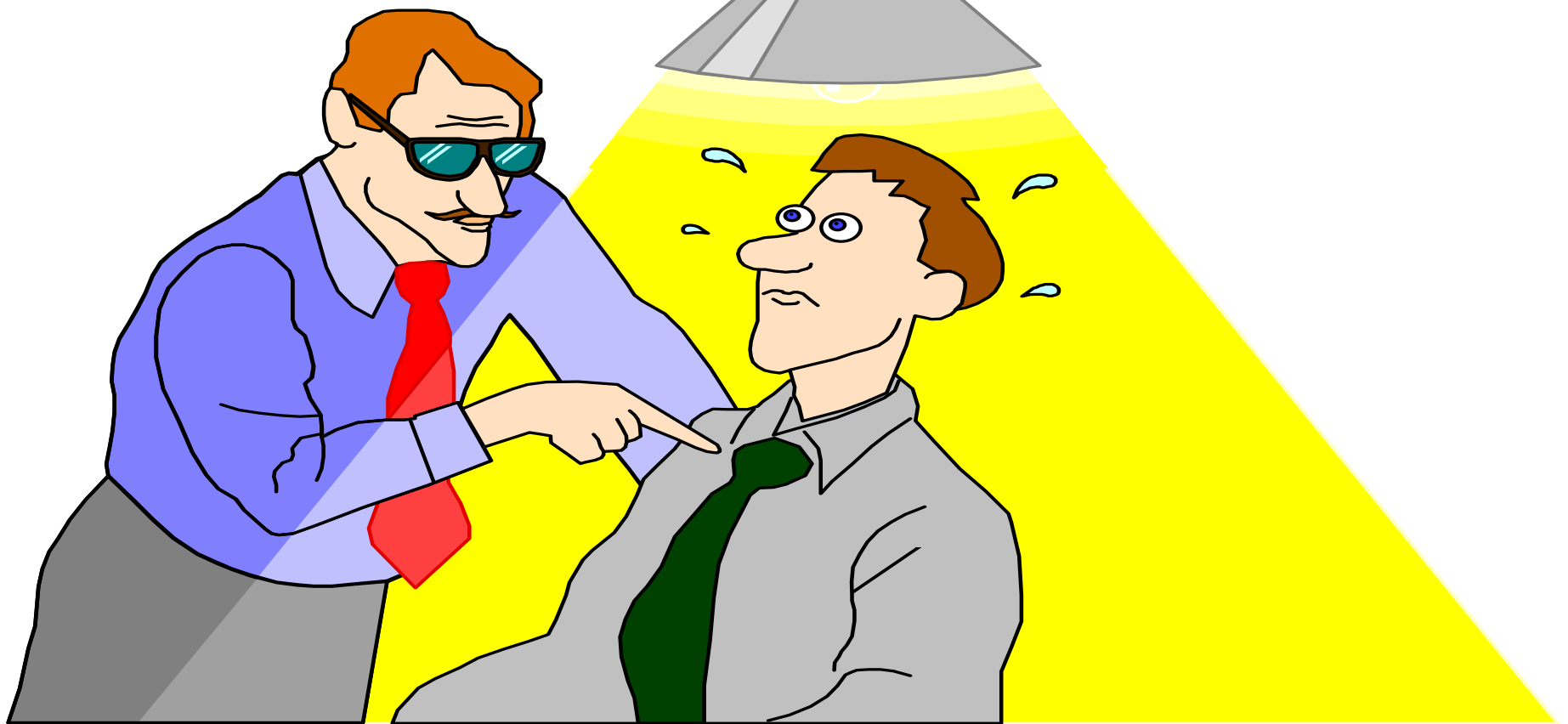
- ***Realistically interview***
  - ***Don't just market your school!***
  - ***Don't overmarket your school!***
- ***Concentrate on the applicant, not on yourself!***



## Interview Hints

- ***Read applicant's vita prior to interview***
- ***Ask straightforward questions***
  - *No games*
- ***Plan for interviews***
- ***Do not photograph applicants!!!***
- ***Do not ask "illegal" questions***

# Illegal questions?







## Never.....

- ***“I was interviewed by a recruiter who was drunk. It was 2:00 in the afternoon. I withdrew my application.”***



# Interview Aftermath

- **Decreased Applicant Interest:**

- negativity**

- hostile comments at talk

- negative comments about colleagues, the institution, and competing institutions

- poor organization of the visit**



# Interview Aftermath

- **Increased Applicant Interest:**
  - **message consistency**
  - **faculty enthusiasm**
    - For the position
    - For the institution
  - **insightful questions**



# Campus Visits

- *Only invite candidates that are likely to be hired*
- *To get what who want, be very specific about your needs*



# The Job Offer

## Subjects for Negotiation

- Salary**
- Research support (81%)**
- Number of courses/preps**
  - 42% release time
- Travel (94%)**
- Technology (70-80%)**
- Summer Funding**
  - 45% summer teaching
  - 71% summer research support



# Mean Salary Trends - Management

## AACSB Study 2009-2010 510 US schools

	2007-2008	2008-2009	2009-2010
<b>New PhD</b>	<b>101.4</b>	<b>101.8</b>	<b>105.7</b>
<b>By Rank</b>			
<b>Assistant</b>	<b>98.1</b>	<b>103.1</b>	<b>104.4</b>
<b>Instructor</b>	<b>60.4</b>	<b>65.3</b>	<b>67.4</b>



## **After the Job Offer**

- ***Give the candidate a deadline for responding***
  - ***Don't hound them every day or two for an answer***
  - ***Don't oversell your school***
- ***Give the candidate contact information if questions arise during offer consideration***



# **Offer Decisions Influences**

- **Geographic area**
- **Reputation of school**
- **Collegiality of faculty**
- **“Fit” with faculty**





## **General Hints**

- ***Stay on schedule throughout the recruiting process***
- ***Communicate effectively***
  - ***Follow-up with candidates***
  - ***Return phone-calls***
  - ***Send regret letters out promptly***
- ***Ask for reference letters only from final candidates***



**Questions?**