

Hiring Top Faculty and Staff

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The logo for US News & World Report's Best Graduate Schools Education 2018. It consists of a blue and white shield-shaped emblem with the text "BEST GRAD SCHOOLS" at the top, "US News & World Report" in the middle, and "EDUCATION 2018" at the bottom.

- **Faculty are an integral part of an institution to fulfill its academic mission.**
- **It is essential for schools to build and retain a world-class faculty.**



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A badge from US News & World Report, featuring the text "BEST GRAD SCHOOLS" in a grey box, "US News" in a blue box, and "EDUCATION 2018" in a white box.



How do you define “Top Faculty”?



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Characteristics of Top Faculty (A Good Fit Doctrine)

**Their
Education,
Training, and
Experience
Are Congruent
with the
Mission of
Your
Institution.**

**Their Desire
and
Commitment
Are Congruent
with the
Mission of
Your
Institution.**

**Their
Education,
Training, and
Experience
Are Congruent
with Your
Needs.**



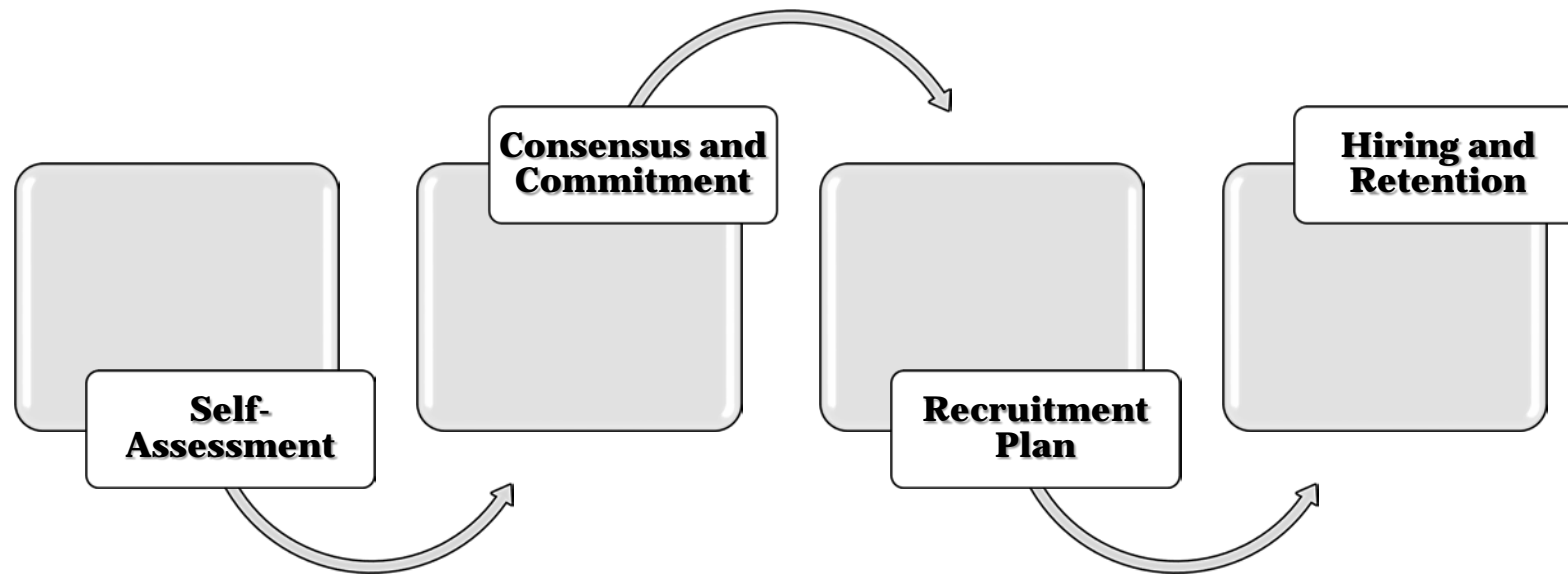
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Hiring Process for Top Faculty



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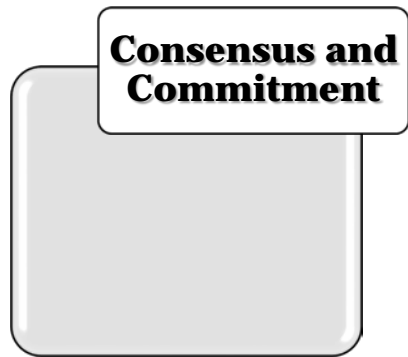




- ***Who are we?***
- ***What are our needs?***



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- ***Development of a consensus among your leadership team that building and retaining a quality faculty is a top priority.***
- ***It is an intentional act and requires a strong commitment from you.***

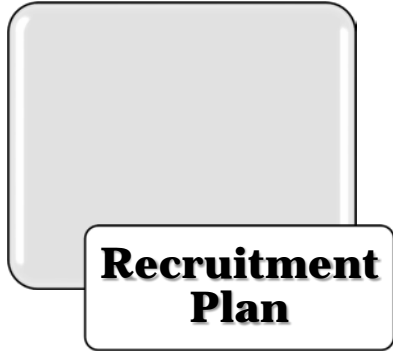


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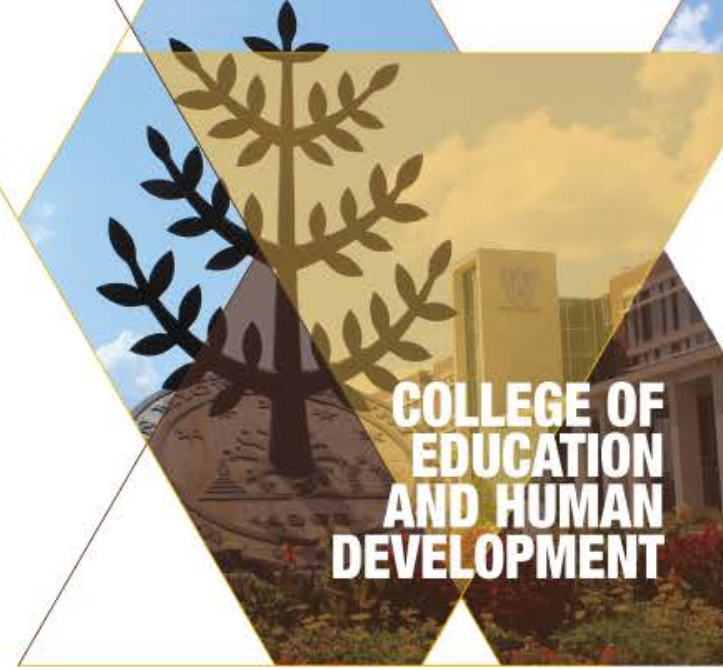
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- **You should focus on promoting the unique attributes of your institution and college**
- **You should address specific career-life issues, including enhanced access to child care and dual career issues.**



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Hiring and Retention

- **Faculty hiring and retention are two steps that go hand in hand**
- **You should create a conducive environment for new faculty members to show their potential and to be successful.**



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Hiring Top Staff

- **Staff hiring follows a different path as many university policies dictate the hiring process.**
- **Again, hiring top staff is also an international act.**



Thank You!



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