

Policies

These documents describe the college's expectations and guidelines.

- [Lead a faculty search](#)

Lead a faculty search

Following search approval, each search is assigned an HR partner (Jessica Johnston - jessica.johnston@maine.edu & Melissa Gray - melissa.gray@maine.edu) and an Associate Dean. Follow the steps below to complete the search and hiring process.

[Link to requisition template \(HRT\)](#)

Position posting

- ☐ Minimum posting duration: 30 days
- ☐ Save screenshots of external postings (Day 1 and Day 30)
- ☐ Review diversity policy via a vis pool – meet with HR for input
- ☐ Advertise widely and generate a diverse pool
 - ☐ HireTouch
 - ☐ Discipline-relevant publications and job boards
 - ☐ Listservs
 - ☐ Personal contacts

Equal Opportunity training

- For all search committee members who have not done so in 12 months
- <https://umaine.edu/eo/hiring-recruitment/search-briefing-schedule>

Initial applicant review

- ☐ HR will send ranking sheet to search chairs
- ☐ Committee members must score independently based on qualifications in the ad
- ☐ Chair aggregates rankings
- ☐ Committee meets to review scores; may make adjustments in the group setting
- ☐ Candidates moving to the next stage must be contiguously ranked at the top
- ☐ Chair sends rankings to HR partner, cc'ing Associate Dean, with a request to interview the top candidates

Interviews - video**Interviews - on-campus****Interviews - on-campus****Final recommendation**

After the search committee submits their final recommendation, the final stages of the search run through the unit leader and the Dean's office.

Offer and negotiation