

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 vis 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