

# Lead a faculty search

Following search approval, each search is assigned an HR partner (Jessica Johnston - [jessica.johnston@maine.edu](mailto:jessica.johnston@maine.edu) & Melissa Gray - [melissa.gray@maine.edu](mailto: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

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## 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

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