

(Free read ebook) Best Practices for Faculty Search Committees: How to Review Applications and Interview Candidates

Best Practices for Faculty Search Committees: How to Review Applications and Interview Candidates

Jeffrey L. Buller

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Jeffrey L. Buller : Best Practices for Faculty Search Committees: How to Review Applications and Interview Candidates before purchasing it in order to gage whether or not it would be worth my time, and all praised Best

Practices for Faculty Search Committees: How to Review Applications and Interview Candidates:

The essential guidebook for effective faculty hiring committees *Best Practices for Faculty Search Committees* presents a clear, direct action plan for faculty and administration involved in hiring. Written by a veteran university administrator, this book lays out a step-by-step process for selecting the right candidate for the job. Practical guidance on application review, interviewing, and evaluation walks you through established and effective methods, while case studies and examples from a variety of institutions provide insight into real-world implementation. Whether you're serving on a faculty search committee for the first time, or simply seeking a more efficient route to the best candidate, this book provides invaluable guidance that can streamline the search and selection process. Tenure-track and long-term opportunities don't come about every day, so it's essential for hiring committees to make the correct choice. While the search process may be codified to an extent by your institution, there is still plenty of room for error or misjudgment; this book helps you keep the process on track and moving forward until the best candidate is identified. Develop criteria for efficient and informative application review Conduct in-depth interviews that provide a clear picture of fit Evaluate final candidates on the most pertinent points for the job Most faculty search resources are technical in nature, with little guidance on getting the job done properly and efficiently; best practices tend to be unwritten, and frequently verge into "habit" rather than critically evaluated method. *Best Practices for Faculty Search Committees* provides clear, concise, concrete guidance for a more efficient, effective, and successful candidate search.

From the Back Cover THE MUST-HAVE GUIDE FOR EFFECTIVE FACULTY HIRING COMMITTEES

"Conducting faculty searches continues to be challenging, most often because search committees are composed of faculty members who do not do this work on a regular basis. Without guidance, well-intentioned search committees can make errors that diminish their overall success. Buller's timely, and strategically useful, book provides concrete advice to search committees, helping them avoid common mistakes while aiding their work in ways that advance quality, diversity, and overall institutional success." —James Soto Antony, Faculty Director, Higher Education Program, Harvard University "From ensuring diverse applicant pools to designing effective interviews, Jeff Buller charts a seamless process to help faculty search committees bring forward qualified and collegial job candidates. Search committees and hiring managers alike can benefit from this useful guide." —Linda Bleicken, President, Armstrong State University "In *Best Practices for Faculty Search Committees*, Dr. Jeffrey Buller extends his expertise in providing practical suggestions for higher education administration to the academic hiring process. Whether you are a participant, chair or hiring official, you will find the advice and guidance offered by Dr. Buller extremely useful in avoiding pitfalls in the process and ensuring your search maximizes its chances of hiring the right individual for the position." —Joseph R. Marbach, President, Georgian Court University

About the Author JEFFREY L. BULLER has served in administrative positions ranging from department chair to vice president for academic affairs at four very different institutions: Loras College, Georgia Southern University, Mary Baldwin College, and Florida Atlantic University. He is the author of thirteen books on higher education administration, a textbook for first year college students, and a book of essays on the music dramas of Richard Wagner. More recently, he has been active as a consultant to the Ministry of Education in Saudi Arabia, and, along with Robert E. Cipriano, is a senior partner in ATLAS: Academic Training, Leadership, Assessment Services, through which he has presented numerous workshops on academic leadership and faculty searches. His most recent books include *The Essential Academic Dean or Provost, Second Edition* (2015) and *Change Leadership in Higher Education: A Practical Guide to Academic Transformation* (2014).