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Memorandum

January 17, 2008

From: Patrick V. Farrell, Provost

To: Academic School/Colleges Deans and Directors

Subject: 2007-08 Report on New Faculty Searches

Note: the instructions have changed since last year's request.

In recent years we have engaged in an annual collection of detailed information on new faculty searches. I am now asking you to compile and send to me by July 14, 2008 information for 2007-08. Our goal is to use this information to better understand major reasons behind successful or unsuccessful hiring efforts. **The information you provide will be used to support requests to the legislature for salary funds for faculty.**

Please identify an individual in your unit who will be responsible for entering the relevant information on the collection spreadsheet and returning it by July 14, 2008. Attached is a list of current school/college contacts; they are copied on this memo. If the contact person should be changed, please let Jocelyn Milner know and forward this message to the person who will be responsible for providing the information. If the spreadsheet information is submitted by an individual other than the lead dean, lead deans will be requested to verify the final data set.

Include in your report offers made for tenured/tenure track faculty positions: instructors, assistant professors, associate professors, and full professors. Also include CHS and clinical faculty. If relevant, you may include reports on *nationally competitive searches* for academic staff positions.

Include information on all offers of employment to prospective faculty throughout 2007-08, including offers that were accepted by the candidate, offers that were declined, and cases that are still pending their final resolution. We are interested in all offers tendered in 2007-08 even if the candidate will start their appointment at a future date.

When you respond to this memo, please let me know your general impression of how faculty recruiting has gone in the past year in comparison to the recent past. What was your biggest or most troublesome issue in the past year? Were recruiting issues more or less challenging than the previous year? Have you implemented specific changes to improve the situation? Have you tried any strategies that are different than in the past? If yes, do you have any evidence that these strategies are effective or ineffective?

Let me know if you have questions about this request for information. Alternatively, contact Jocelyn Milner (jlmilner@wisc.edu, 263-5658) or Margaret Harrigan (harrigan@vc.wisc.edu, 263-7141). This request and the attachments are posted at http://apa.wisc.edu/Faculty_Recruiting_Retention/index.htm.

Thank you for your assistance in gathering this important information. This information has proved useful when discussing faculty recruiting and retention with constituencies like the Board of Regents and legislators and I thank you for making sure the information gets to us in a timely and complete manner.

Attachments

1. List of School/College Contacts
2. New Faculty Searches collection spreadsheet.
3. A printable form that includes the information requested in the spreadsheet. The printable form may be useful for jotting down information on recruiting efforts as they arise.
4. Frequently Asked Questions – New Faculty Searches

Copies: Eden Inoway-Ronnie
 Jocelyn Milner
 Margaret Harrigan
 Lindsey Stoddard-Cameron
 Laurie Beth Clark
 School/college Contacts