



QUESTIONS

RESPONSES

5

5 responses



Accepting responses



SUMMARY

INDIVIDUAL

Name

4 responses

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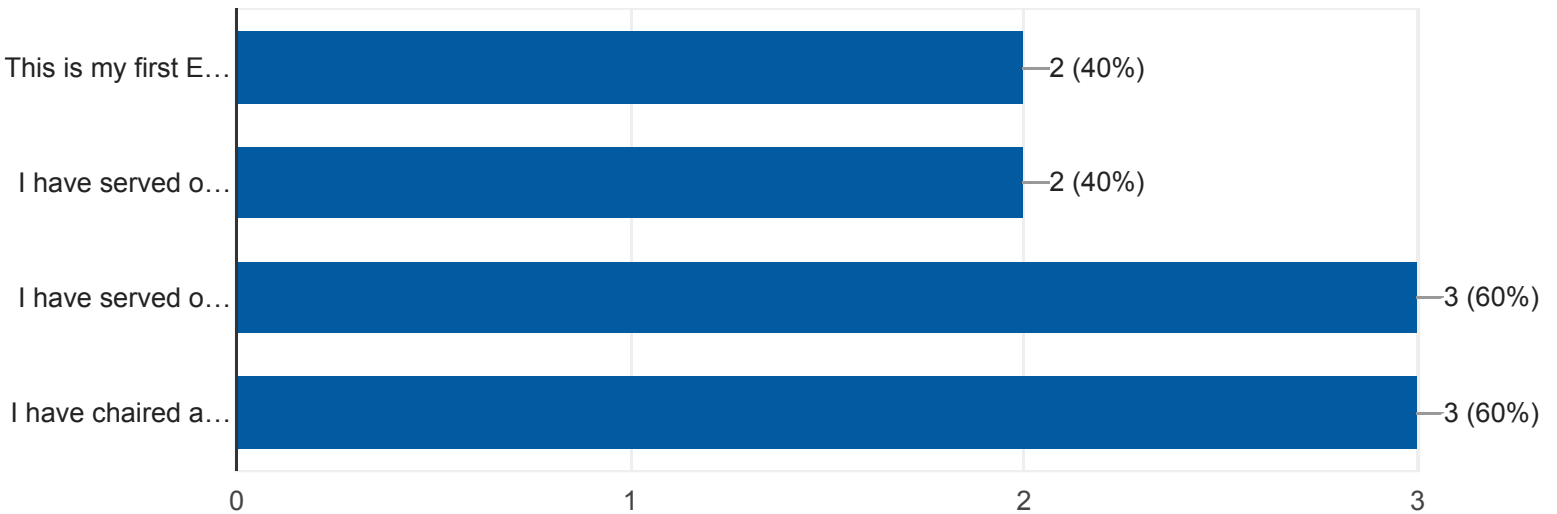
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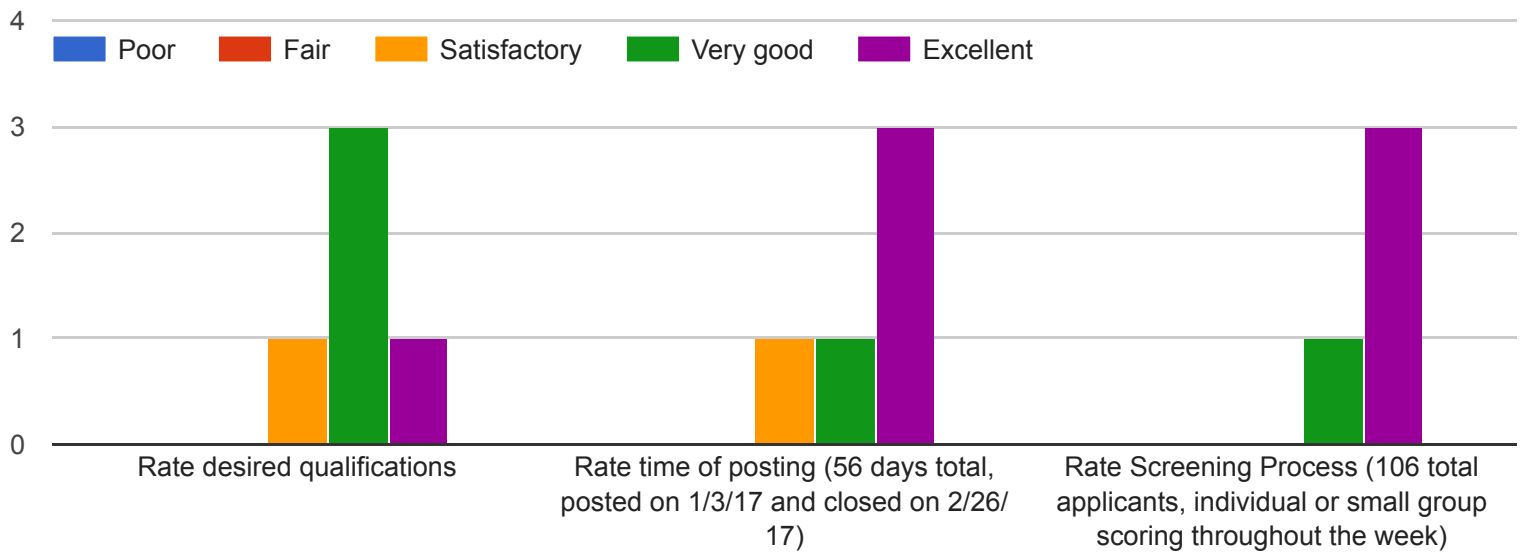
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Check all that apply.

5 responses



## Level of Satisfaction for Posting and Screening



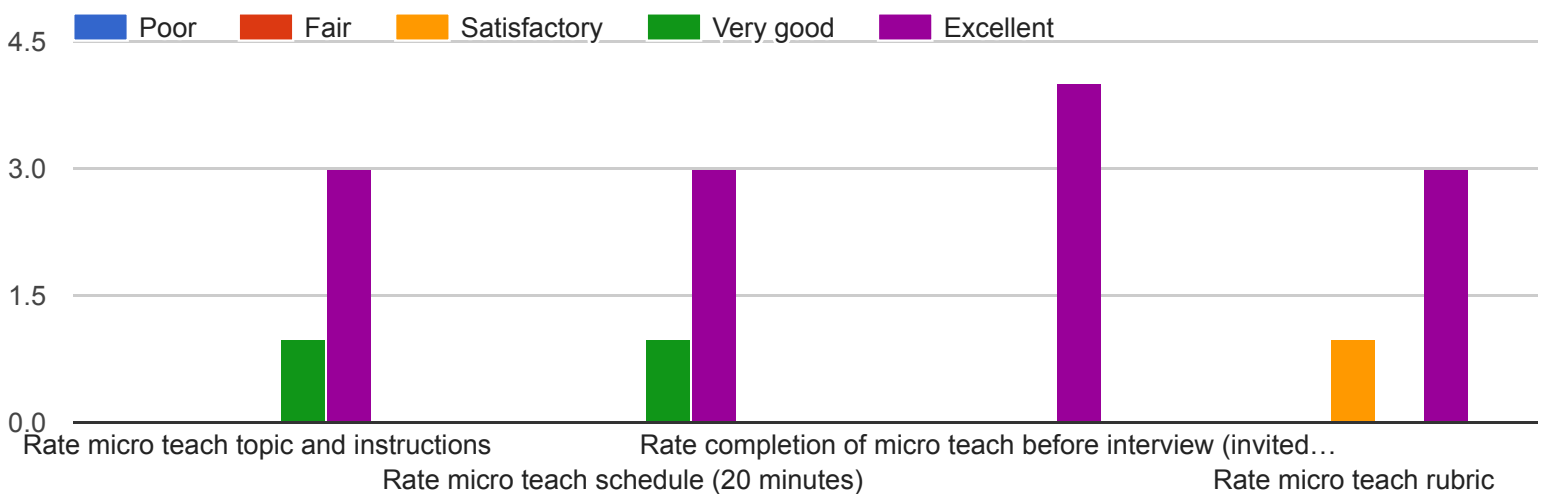
## Comments on the Posting and Screening

2 responses

Did not participate in screening

I think the 6 points for the various types of experience/years was maybe a little too much, and it was hard to score fairly

## Level of Satisfaction for Micro teach



# Comments on the Micro teach

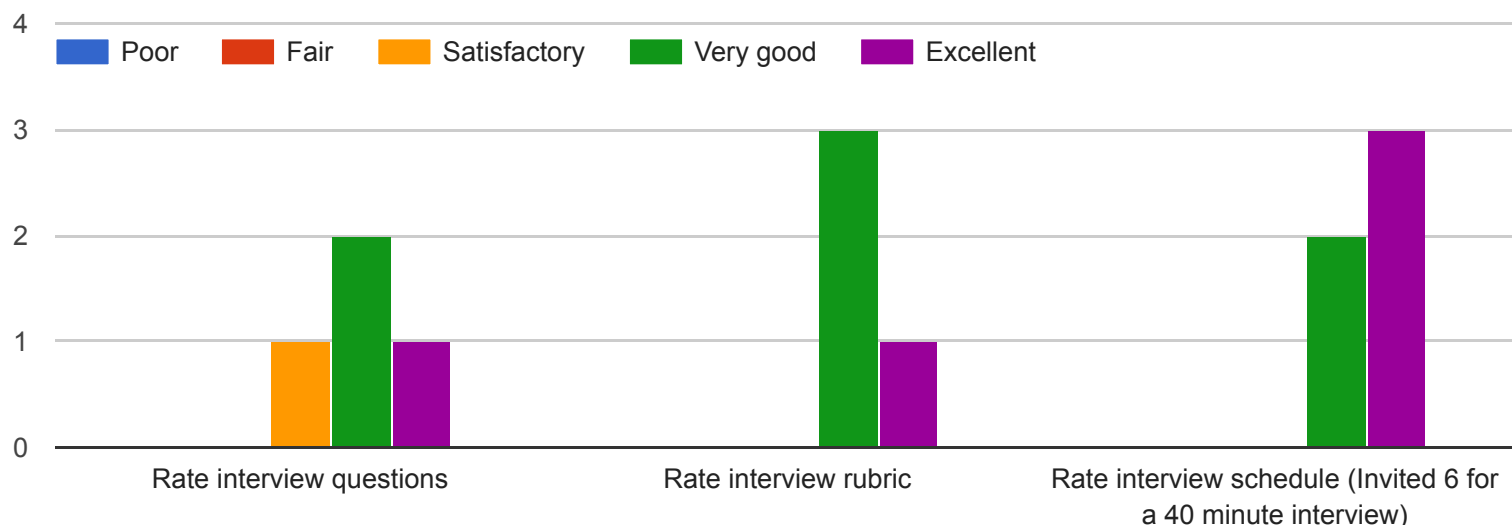
3 responses

Did not participate in Micro teach - wished I had, as it would have given me the same perspective as the other committee members

The only problem was HR giving incorrect times to the candidates.

having the miniteach before and separated from the interview panel questions was a much better experience. It felt more relaxed and it also made the process of interviewing over 10 candidates less arduous overall. I hope we continue with this method for future searches.

## Level of Satisfaction for Interviews



## Comments on the Interviews

3 responses

Problem arose with times of interviews - applicants were given incorrect information by HR dept.

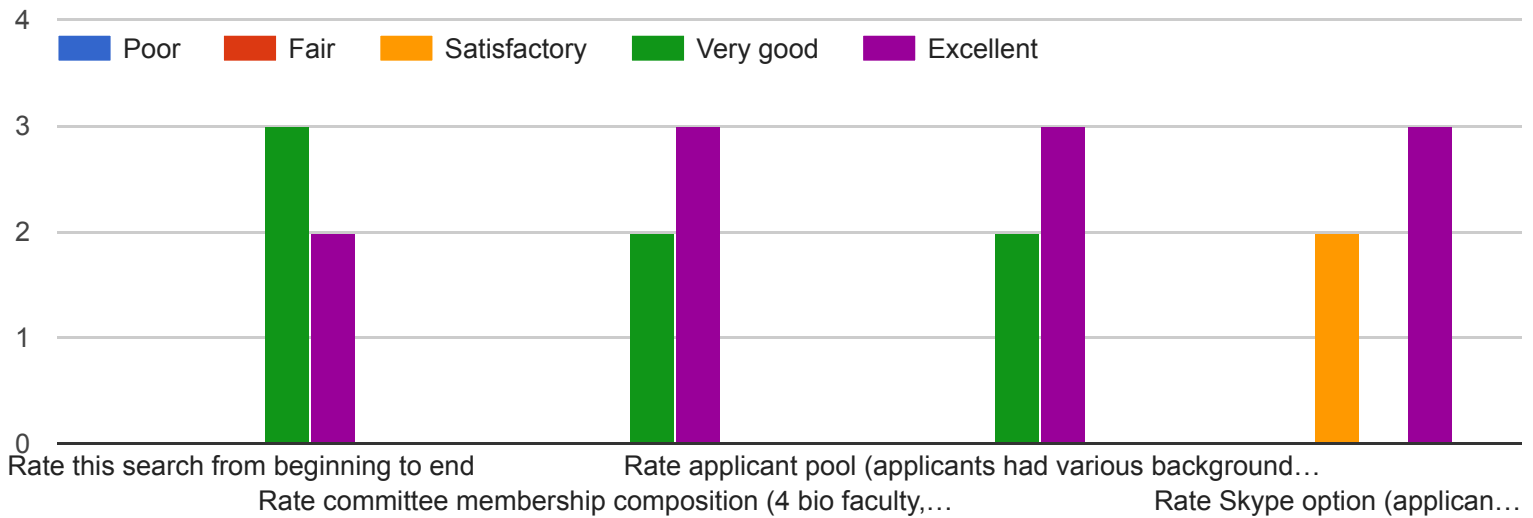
Well run interview process, questions were thoughtful and provided greater insight into the candidates capabilities.

The diversity question was a little too vague, as some applicants didn't quite get it.

I appreciated that we did not ask the "what are your experiences and qualifications" question.

## Level of Satisfaction for Entire Process

## Level of satisfaction for entire process



## Comments on the overall process

3 responses

The whole process went well. This was my first faculty hire which required the mini-teach prior to interviews. I prefer it this way because it cuts to the chase, the question at hand, "can you teach well?" Once this question has been answered, then we can move onto the other qualities that the applicant has like "How will you be as a colleague?" and "How do you promote such and such?"

Very well run committee process,

This pool was one of the most geographically diverse that I have ever screened.

I would prefer the Dean to have been present at the miniteach portion of the interview

I am surprised but I don't think that skyping took anything away from the process. I'm glad we required at least one "attendance in person" but the rest by skype was fine.

## What aspects of this search were most useful or valuable?

4 responses

Having the opportunity to see the quality of candidates in the application pool.

I feel like the rubrics for screening and interviews were well defined. It allowed a clear go or no go for applicants to move forward to the mini-teach. The mini-teach prior to the interviews assisted with cutting down the # of applicants needed to be interviewed. Overall, I feel like this streamlined the process.

Mini teach first

Learning that the more specific a job description the better the pool.

Doing the mini-teaches first.

The way it was scheduled meant that we didn't use many mornings, so we didn't need as many subs

Equal weighting for miniteach and interview.

## What are some suggestions for improvement?

4 responses

Have the dept. schedule the interviews?

Some of the issues that occurred were out of our control as a committee such as scheduling and miscommunication. One thing I've found helpful in the committees that I've chaired is checking references prior to final interviews. Not only does it reveal any issues that candidates might have had at previous companies, but it also provides a deliberation point after all the candidates have had their final interview.

none

Make sure there is enough time to do the reference check before the final interview