

Pre-Search Process Information for Specialized Faculty Positions

This checklist briefly summarizes the major steps involved in the academic pre-search process and includes suggested roles for each step.

1. Start the *Faculty and Other Academic Search* workflow in HireTouch (HT) Staff

All HT forms required for the search (ie- HRF and Search Form) will be in this workflow. Consult LAS Hiring website- HT Form Instructions- Creating Workflows and Editing Forms for assistance.

<https://las.illinois.edu/faculty/hiring>

2. Complete the Hiring Request Form (HRF) EO, Staff

- All Specialized Faculty positions require an HRF.
- To make completion of the HRF easier, Executive Officers may want to fill out the HRF Word version from the LAS website <https://las.illinois.edu/faculty/hiring> and send to their appropriate Staff member for easy entering into HT.
- Helpful Hints:
 - Length of appointment needs to be filled out only if the appointment is temporary. Examples would be Fall 2020 or AY 20-21.
 - Salary amount or range will be what the potential hire will be paid for the appointment you are proposing. If you are requesting a Fall only appointment at 50%, then the salary should be entered for that % time and length. Do not enter what a full time appointment would be paid.
- HRFs contain the following questions:
 - Describe the critical nature of this position/hire to the mission and success of the unit and the institution; where applicable, include specific strategic goals that are addressed.
 - Could the work associated with this position be reallocated to be accomplished in another way, for example, through assignment of duties to others in the unit, reduced FTE or a partial year appointment? Could an alternate title be considered or the role reconfigured so that the work can be accomplished by someone with less experience or through training an individual whose position can be left vacated?
 - Document any negative consequences that would occur if the proposed position action were delayed or remained unfilled.
 - Describe the funds you have available to ensure you can make this hire without incurring deficits.
- When ready to send off for approval, click *Save and continue to approvals*. The approvals are the following:
 - Department: Unit Executive Officer
 - School (if applicable) or choose *College, LAS Hiring*
 - *College, LAS Hiring*
 - The College office will determine all other approvers based on the LAS HRF Guidelines
- Click on *Save* located in the lower left corner of the screen. As soon as the approvers are saved on the Approval page, an email will go to the Department EO and the process has begun.

As the form above is being reviewed, please begin work on the items needed to complete the Search Form:

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3. Select Search Committee EO

- Whenever possible, create a search committee that is diverse by race and gender. Provide a justification if this cannot be met.
 - Search Committees must have a minimum of 3 members.
 - Whenever possible, select a chair for the search committee that is not the person to whom the position will report when hired so the search committee can serve in an advisory role. Provide a justification if this cannot be met.
 - Identify a Diversity Advocate. Information on their role can be found on the [Office for Access & Equity website](#).
 - Provide the charge to the search committee (either in person at first search com mtg or via email): what you expect them to do (will they conduct initial interviews and present an unranked or ranked list to the EO; will they only be reviewing applications and presenting a short list to an executive committee or the EO and not conduct any interviews); what a potential hire must have to succeed in the position; etc)
- **Online Diversity Training for Search Committees**
- To ensure that all members on a search committee are aware of best practices, the Office for Access & Equity requires that all search committee members complete the online DiversityEdu program at least once every three years. Search forms **will only be approved** by Office for Access & Equity once all members of the search committee have completed the training.
 - A list of LAS employees who have taken the training as of July 13, 2018 is located in [the LAS Search Committee and Processing Documents BOX folder](#) (contact Amy Elli for access).
 - It is highly recommend that the search form NOT be held in the unit while you wait for search committee members to complete training as the DiversityEdu system will not inform a unit when the training has been completed. The Office for Access & Equity will have reports on who has recently completed training and will be able to monitor this requirement.
 - All Faculty, Specialized Faculty, and Academic Professionals have been entered into the system and should be able to complete the program at any time. If a student or individual hired after Sept 2015 is in need of taking the program, please contact the Office for Access & Equity (accessandequity@illinois.edu) with their name and netid and request that they be added to the course.
 - Here is a link to the training: <https://compass2g.illinois.edu/> . Netid and password are required to login. The course is listed under "My Courses".

4. Position Announcement (Advertisement) EO, Staff

- Executive Officer needs to decide if the Search Committee should be involved in the creation of the ad and selection of ad sources.
- Create the position announcement with the 11 required elements from the [Office for Access & Equity Guidelines & Procedures for Academic Appointments](#). The *Search Committee & Processing Documents* BOX folder contains a sample ad with basic headers and required language.
- Create a short ad (to be used in sources that charge by the word). A short ad example can be found

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via the LAS Hiring Website- *HireTouch Job Aids*. <https://las.illinois.edu/faculty/hiring>

- Create a short url- Please consider creating a short url for your search. If your unit wishes, you can replace <https://jobs.illinois.edu> in the long ad you post with the short url. The job board is a bit cluttered, so you may want to direct applicants directly to your ad. Instructions on creating and editing a short url are on the LAS Hiring Website- *HireTouch Job Aids*. <https://las.illinois.edu/faculty/hiring>

5. Establish Search Plan and Recruitment Sources EO, Diversity Advocate (DA), and Search

Committee should discuss recruitment sources/strategies to ensure the most diverse pool of qualified applicants. For all ad sources, please ensure that the price and timeline for postings will work with your search plan and proposed application deadline.

Your unit will need to document the **good faith efforts** that were addressed during the search. **Please keep a list of conferences attended, organizations contacted, and individuals contacted that are part of your search's plan to recruit underrepresented demographics.** Submission and outcome of these efforts is now part of the search paperwork.

Required Advertising Sources:

- U of I Job Board : Posted automatically
- HigherEd Jobs and Affirmative Action Email (www.HigherEdJobs.com): Posted automatically and your unit is billed directly.
- Illinois Diversity (illinoisdiversity.com) posted automatically by campus. Departments do not need to upload this advertisement to the Activity Tab in HireTouch.
- Big Ten Academic Alliance Directory : **Unit must review the database.** For access to the BTAA Directory, submit an online request. Go to the site, click "request" and follow steps to get access set up. To begin the review, click the *Show filter options*, choose filters, then click *Search* . Search Chair should contact potential candidates (by email) to share the job posting.
- The Diversifying Higher Education Faculty in Illinois Program : **Unit must review the directory.** Search Chair should contact potential candidates (by email) to share the job posting.
- South Regional Education Board DSP Scholar Directory: **Unit must review the directory.** Search Chair should contact potential candidates (by email) to share the job posting. For user name and password review *Ad Sources Overview* in the [LAS Search Committee Processing Documents](#) Box folder.
- National Professional Journal: If you should hire an international person for the position, you will most likely sponsor him/her for a green card. In order to be prepared for that possibility, please note that at least one ad for the position needs to be posted in a national professional journal, either in print OR electronic ad posted for 30 days. Without an ad you may end up having to re-advertise

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during the green card process. The Chronicle of Higher Education meets Department of Labor requirements for print or online advertising. Specific Dept of Labor criteria is located in the [LAS Search Committee Processing Documents](#) Box folder.

Units should utilize special recruitment efforts or methods which target members of the designated classes, including U.S. military veterans and persons with disabilities as well as members of historically underrepresented groups. A proactive recruitment plan should be used and could utilize some of the following:

- <http://www.academickeys.com/>
- <http://diverseeducation.com/>
- <http://www.insightintodiversity.com/>
- <https://www.militaryhire.com/>

6. EO gives information above (3-5) to Staff to enter into HT via the Search Form

- Staff contact should check ad costs and publishing dates to ensure that all ad sources can be used.
- Consult LAS Hiring website- HT Form Instructions- Creating Workflows and Editing Forms for assistance with this form. <https://las.illinois.edu/faculty/hiring>
- Search Form reviewed by LAS and Office for Access & Equity

AFTER Search Form is approved:

7. Advertising Staff, Search Chair

- Begin advertising after receipt of Search approval from Office for Access & Equity.
 - All ads as specified on the Search Form must be used. If there are issues, please contact Amy Elli.
 - Ads are only required to appear once in each specified source.
- Save copies of all advertisements as they appeared in each source and upload in HireTouch through the Activity Tab, preferably as one scanned document coded as *Advertisement*.

8. Set up First Search Committee Meeting Staff, Search Chair

Consult the LAS Overview of Search Procedures for additional information.