

# TTF Recruitment Workshop



Part 2: Search Support  
Wednesday, 10/13/2021



# Welcome and Introduction



*Janet Woodruff-Borden*  
*Executive Vice Provost, Academic Affairs*  
*Office of the Provost*



# Topics for Today

- Introduction to presenters, Active Recruitment Team
- Intro to 2021-22 TTF Recruitment: Brief Recap of Launching the Search
  - Three pillars of search support this year:
    - workshops
    - Recruitment Consultants and key topic consultants,
    - Search Advocates
- Changes to search requirements:
  - Diversity candidate statements
  - Use of FAE and pool data
  - LinkedIn Learning implicit bias training + Rehearsals for Life workshops



# Use of Diversity Statements in TTF Searches



## Faculty Panel Members:

Andy Karduna, Human Physiology

Sanjay Srivastava, Psychology

Grace Golden, Human Physiology

Maile Hutterer, History of Art and  
Architecture



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# Use of Diversity Statements in TTF Searches



- Framing request in the job ad
- Influence on rest of search
- Practical advice
- Lessons learned



# Candidate Evaluation: Developing and Using a Criteria Matrix

Position Title: \_\_\_\_\_ Full Consideration: \_\_\_\_\_ Final Closing: \_\_\_\_\_

Qualification	Required or Preferred?	Relationship to job – What aspects of job might they not be able to do/do well without this?	Transferable?	Screening Criteria – what are the different ways someone might meet this qualification? How will we know it when we see it?	When to Assess (and eliminate for not meeting)	Priority – relative importance (order one)
					Application Skype/phone interview Site Interview References	Low Medium High
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# Legal Briefing

- **Permissible interview questions**
- **Reporting requirements for concerns about implicit bias in searches**



# Q&A

• **Remember your packet**

• **Web resources:**

- <https://provost.uoregon.edu/expected-practices-ttf-searches>
- <https://provost.uoregon.edu/active-recruitment-tenure-track-faculty-searches>

• **Slide deck and criteria matrix post session**



# Stay tuned...

## Upcoming workshops

- "Intervening for Inclusion," implicit bias scenarios for skill building
- "OK, You're Hooked, Are They? Tools for Making Competitive Offers"



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