This protocol reflects the collaborative work of the Senior Administration, the Deans and the Faculty Senate Research, Scholarship and Graduate Education Committee. Please note that this recruitment protocol is for spire-related search committees for this year and that future spire-driven searches will have a different protocol.

Recommended Protocol for FY11 Spire-related Faculty Recruitments

Our faculty is the lifeblood of the institution and more than any other factor is responsible for UVM’s academic reputation and quality. This year, 21 of our tenure-track recruitments have been designed to allow for the intentional enhancement of research strength in Spire areas; this is a unique and transformational opportunity. These recruitments can serve as a catalyst for important faculty conversations and collaborations across disciplinary and unit boundaries.

Faculty hiring is among our most important undertakings. As established in the new Search Committee Guidelines developed by the Provost’s Office in conjunction with the Faculty Senate Professional Standards Committee, all search committees for spire-related recruitments will include at least one committee member from outside the home department with expertise in the specific Spire. This participation has the potential to broaden and deepen our review of candidates, and expose candidates more fully to exciting transdisciplinary opportunities that may distinguish us from our competitors. The Provost’s Office encourages an evaluation of candidates for the 21 spire-related positions in the context of these five broad criteria –

- ability to contribute to undergraduate education
- ability to contribute to graduate education
- research and scholarship
- ability to contribute to the appropriate TRI Spire
- ability to contribute to the diversity of our academic community in alignment with unit diversity plans

In an effort to obtain broad input on the qualifications of our applicants and their potential fit with existing and emerging areas of research strength, the Provost’s Office requests that the following practices be followed for spire-related faculty recruitments.

- Once the final list of candidates for on-campus interviews is approved by the appropriate Chair and/or Dean and the Provost’s Office, the appropriate TRI steering committee and/or their designees will be included in the candidates’ interview schedules for private meetings. It is essential that feedback from these meetings be provided to the search committee. The Provost’s Office will request that steering committees provide this feedback as soon as possible (in the case of a very tight recruiting timeline steering committees should be prepared to provide feedback without delay) and no later than three days after the conclusion of the candidates’ on-campus interviews.
List serves of faculty interested in each of the three Spires will be generated by the TRI steering committees. The spire-related search committees should ensure that announcements of all candidate job talks are disseminated to the list serves. People attending job talks should be encouraged to provide feedback to the search committee.

The spire-related search committees will provide the appropriate hiring official (Chair and/or Dean) with a narrative describing the strengths and weaknesses (including the candidates’ ability to contribute to the Spire) of all candidates who are invited to campus for interviews.

10/25/10