

Small Group Discussion

How Values Inform Searches

What do the following groups VALUE in search candidates?

➤ Individual Academics

- Research colleagues
- Someone to teach courses they don't want to teach
- Collaborators
- Collegiality
- Ally
- A mentor for students
- Potential for success
- Active participant in the department/university
- Good citizen

➤ Departments

- Strategic plan
- External funding
- Raise profile
- Ability
- Replacement for former colleague
- Likely to get tenure
- Fit for research need
- Undergraduate advisor
- Advance diversity

➤ Disciplines

- Shine light on new knowledge
- Attract students
- Interdisciplinary
- Representing discipline
- Problem-solver
- National leader
- Creativity

➤ Academic institutions

- \$ Someone to bring in dollars\$
- Interdisciplinary work

- Diversity
- Publicity
- Collegiality
- Membership in national organizations
- Raising profiles
- Leadership