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