CRA Guidelines for Enhancing Faculty Recruitment

Eric Grimson, MIT
Éva Tardos, Cornell
Debra Richardson, UC Irvine
Jeff Vitter, KU (chair)
Plan for Presentations

1. I will present the survey results on current timelines (113 departments responded, 114 slots).

2. Éva Tardos will discuss the problem.

3. Eric Grimson will describe the strawperson proposal (copies available in audience).

4. Debra Richardson will discuss issues to consider in finalizing guidelines.

Then plenty time for audience discussion to see if we can converge to a workable proposal.
Statistics for 2009–2010 Searches

Jeff Vitter
The University of Kansas
2009-2010 Distribution of CS/CE Hiring Timelines

- **Deadline**
- **End Interviews**
- **First Offer**
- **Last Offer**

<table>
<thead>
<tr>
<th>Month</th>
<th>Number of Departments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nov</td>
<td>1</td>
</tr>
<tr>
<td>Dec</td>
<td>2</td>
</tr>
<tr>
<td>Jan</td>
<td>3</td>
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<tr>
<td>Feb</td>
<td>4</td>
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<tr>
<td>Mar</td>
<td>2</td>
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<tr>
<td>Apr</td>
<td>3</td>
</tr>
<tr>
<td>May</td>
<td>1</td>
</tr>
<tr>
<td>Jun</td>
<td>1</td>
</tr>
</tbody>
</table>

Jeff Vitter – July 2010
2009-2010 Department First Offers and Hires Made

Number

First Offer
Hires Ultimately Made

Nov Dec Jan Feb Mar Apr May Jun

Jeff Vitter – July 2010
2009-2010 Department Hiring Activity

- Departments Hiring
- % of Slots Filled

114 Slots Available
71 Hires Made (62%)
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Timelines for Faculty Recruitment

The problem

Éva Tardos

Cornell
Issues with a late schedule

– Candidates do not hear from schools, and don’t know what to expect
– Candidates waiting to hear from schools defer decisions on pending offers;
– Candidates collect many of offers;

• When offer declined positions may go unfilled because its too late for new offers:
  – Alternate candidate already committed
  – Semester is over, hard to agree on alternate offer
The coordination games

The driving game

- Drive on the right
  66%
  US, Europe, etc

- Drive on the left
  34%
  England, Australia, India, etc

Our game: interview timing
Other field?


– Deadline fall (November 15, some October)
– Preliminary interview January at a national meeting
– On campus interview February.
– Offers early March
The Interview Timing

Typical Cornell schedule

Schedule this year

Advantages:
  – Time to take second offers
  – Candidates have more time to work out solutions

Due date
Due date
interviews
interviews
interviews
offers
offers
offers

Nov Dec Jan Feb March April May June
Classes start
Classes end
Timing as a Game

Advantages of earlier schedule
  – Time to take second offers
  – Candidates have more time to work out solutions

It’s a coordination game: only works if we all move early

Note:
  – Some schools interview (do not allow candidates to wait to hear from other schools)
  – Postdoc jobs often go after the main season
Can we change?

The driving game

- Drive on the right
  66%
  US, Europe, etc

- Drive on the left
  34%
  England, Australia, India, etc

Sweden changed: Jan 1, 1967

Our game: interview timing

✔ Changing the timing would improve things

✗ would not solve all problems...
Strawperson proposal for coordinating faculty hiring

Eric Grimson
MIT
Original 2008 proposal principles

- Move deadline for applications earlier in the year
- Inform candidates of status in timely manner, especially candidates who will not be interviewed
- Attempt to make offers by May 1
Strawman proposal(s)

<table>
<thead>
<tr>
<th>Deadline for applications</th>
<th>November 1</th>
<th>November 15</th>
</tr>
</thead>
<tbody>
<tr>
<td>Informing candidates of status: no interview, in reserve pool, will be interviewed</td>
<td>Within 60 days of application</td>
<td>As soon as feasible</td>
</tr>
<tr>
<td>Informing interviewees of status</td>
<td>Within 60 days of interview</td>
<td>As soon as feasible</td>
</tr>
<tr>
<td>Making offers</td>
<td>April 1 or 15</td>
<td>May 1</td>
</tr>
</tbody>
</table>
Issues to Consider

Debra Richardson
UC Irvine
CRA has no intention to “legislate” process & deadlines

• *We recognize that there are some issues!*
Earlier Application Deadline

• The November deadline may be difficult because of budget issues and ad submission deadlines
  • departments may not know whether they have positions until too late to hit the August 1st deadline for posting in the September CRN
  • but advertising can now be done most effectively via electronic means with immediate posting

• Some departments may not be able to commit to a specific date, local regulations may bar those schools from considering applications submitted after that date
  • instead of a formal deadline, encourage submissions prior to this date for priority or full consideration
Inform Candidates ASAP

applicants who will not be interviewed: as soon as short list picked
interviewees who will not receive offers: within 60 days

• Not necessarily the practice despite common
courtesy (any candidate would feel anxious if they hadn't heard
within a reasonable time after the deadline or 60 days after an
interview)
  – maybe it should be within 30 days of an interview

• Some campus lawyers may not let rejection
letters go out until a position is filled or the
recruitment is closed
Initial Offers as Early as Possible

Date TBD: April 1, April 15, or May 1

• AAUP guidelines already request universities to make offers to existing faculty from other universities by May 1, so these deadlines should not seem onerous to most institutions.

• May 1st may be too late a date for the completion of subsequent offers.
These Recruitment Guidelines benefit Departments and Candidates

- CRA hopes to get the support of the community as evidenced by actions in the upcoming recruitment year

- We hope that schools will commit to the principle of accelerating the recruitment process as much as possible