

# 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*.

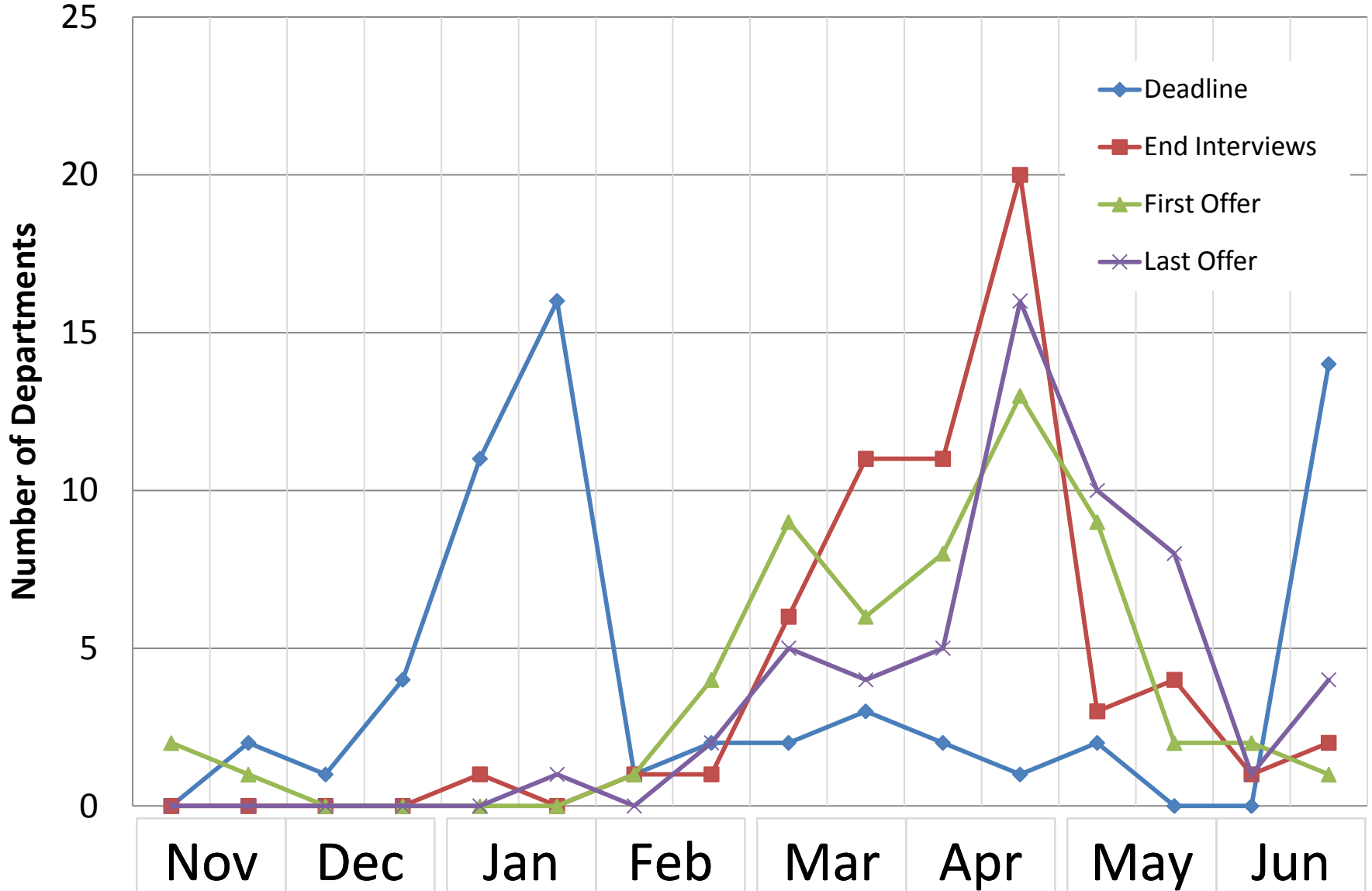
*Then plenty time for audience discussion to see if we can converge to a workable proposal.*

# Statistics for 2009–2010 Searches

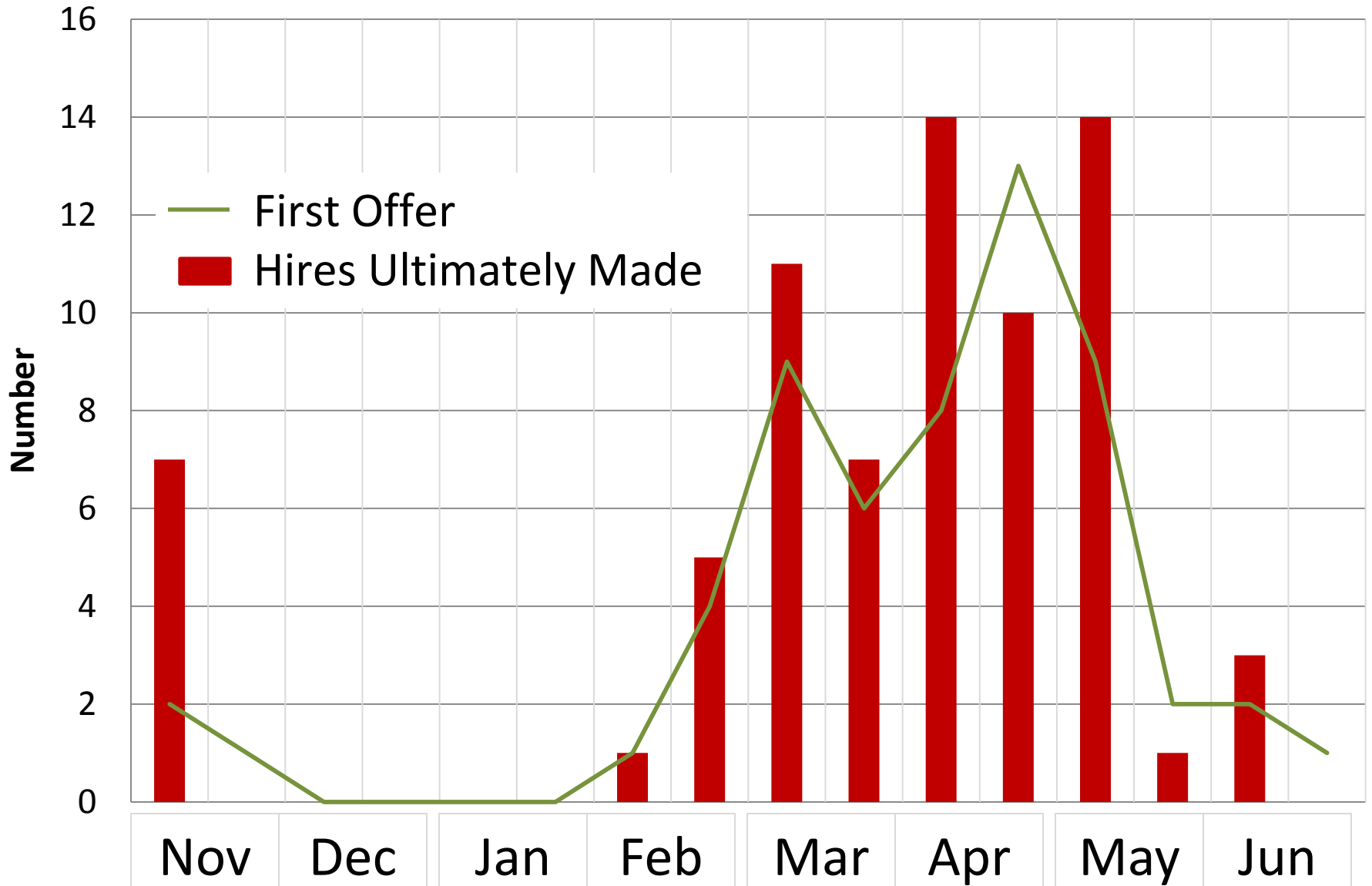
Jeff Vitter

The University of Kansas

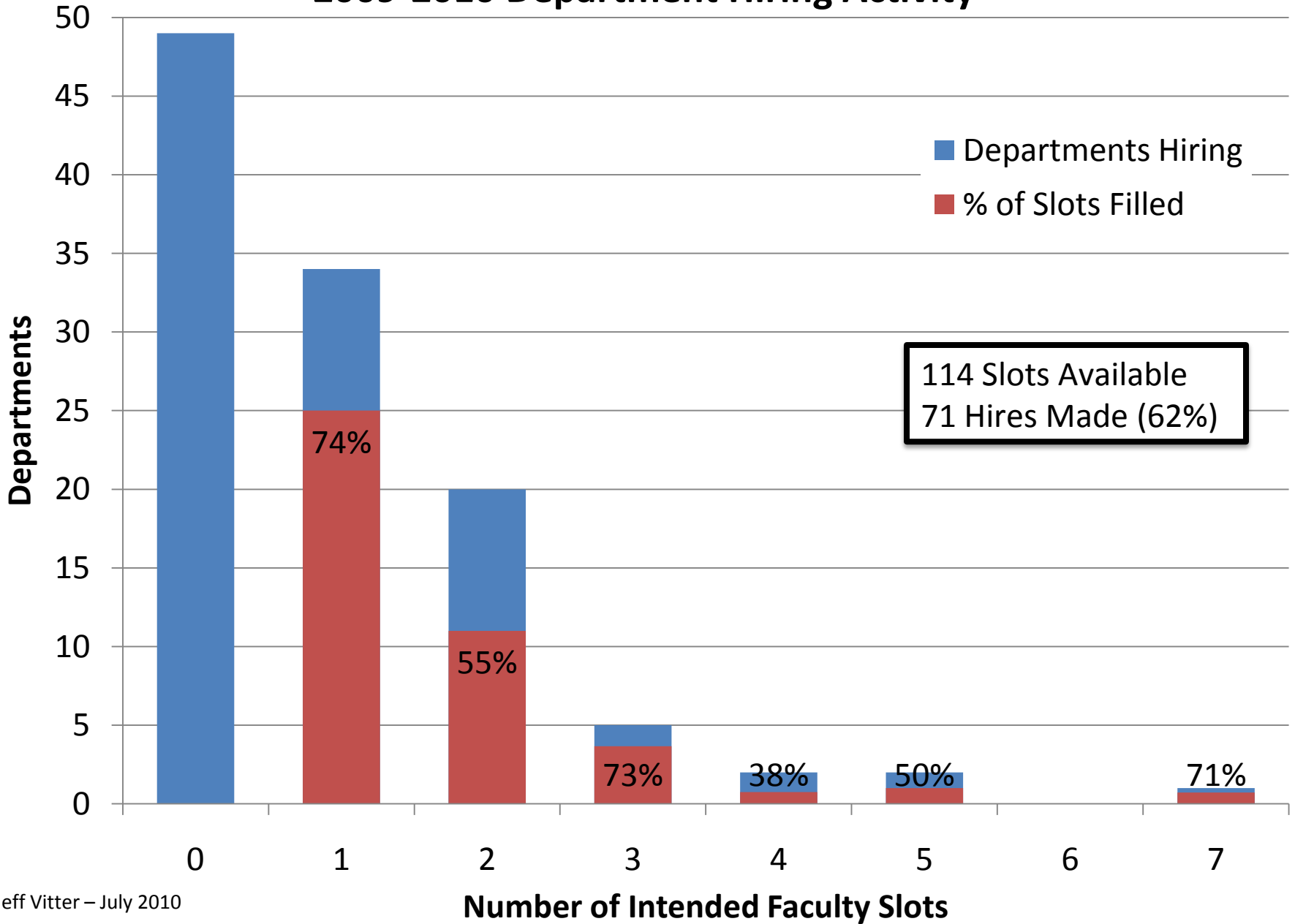
## 2009-2010 Distribution of CS/CE Hiring Timelines



## 2009-2010 Department First Offers and Hires Made



# 2009-2010 Department Hiring Activity



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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?

Science fields: interview much earlier: physics, chemistry, biology, math, economics.

- Deadline fall (**November 15, some October**)
- Preliminary interview January at a national meeting
- On campus interview February.
- Offers early March

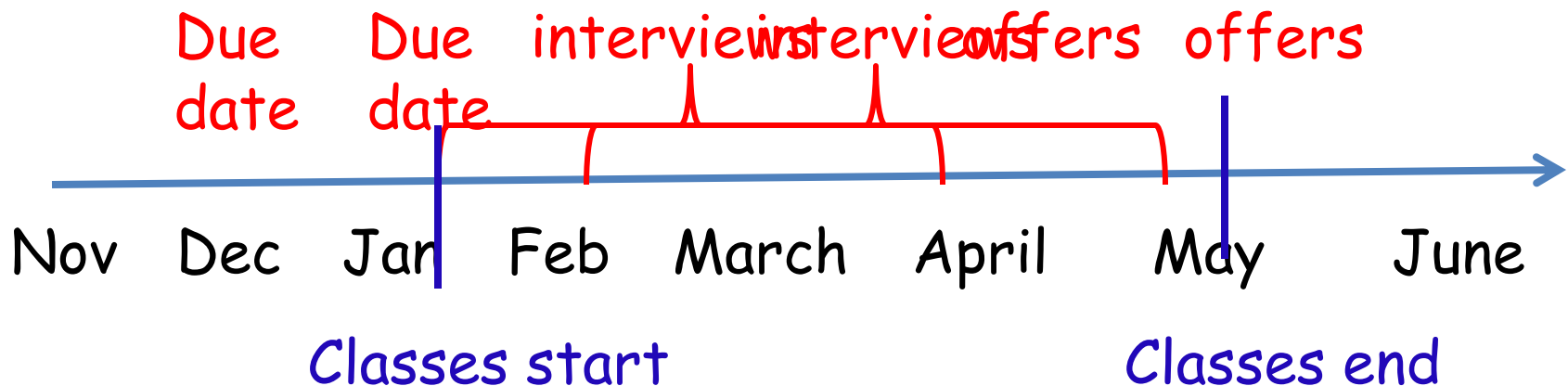
# The Interview Timing

Typical Cornell schedule

Schedule this year

Advantages:

- Time to take second offers
- Candidates have more time to work out solutions



# Timing as a Game

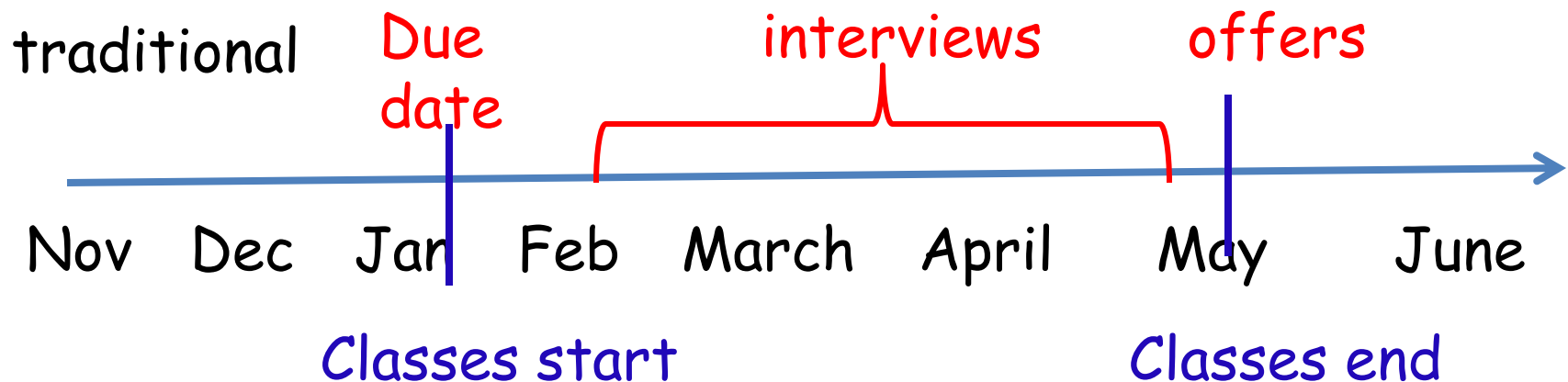
## Advantages of earlier schedule

- 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
- X 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)

Deadline for applications	November 1	November 15
Informing candidates of status: no interview, in reserve pool, will be interviewed	Within 60 days of application	As soon as feasible
Informing interviewees of status	Within 60 days of interview	As soon as feasible
Making offers	April 1 or 15	May 1

# 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*