

CONDUCTING SUCCESSFUL FACULTY SEARCHES

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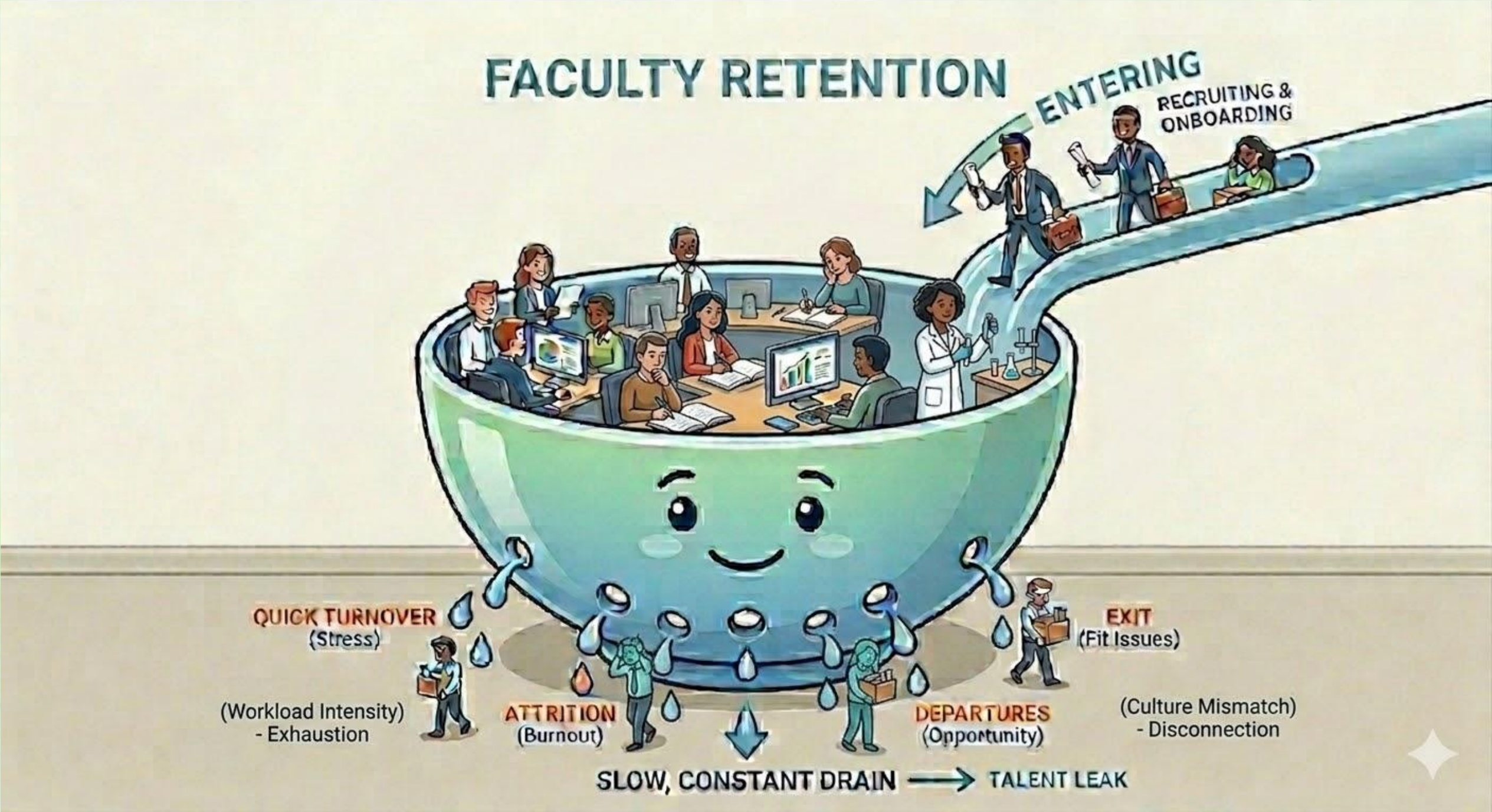
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OVERVIEW

- **Problem**
- **Research Question**
- **Method**
- **Findings**
- **Best Practices**

PROBLEM



SURVEY SAMPLE SIZE

- **Deans/Directors (N=7)**
- **Search Committee Members (N=20)**

What are the costs for a typical search?

SALARY DATA

- **All faculty and deans or equivalent by campus**

NEW FACULTY HIRES ARE EXPENSIVE

Unit Averages	Mānoa	Hilo	West O'ahu
# campus visits per search	2-3 visits	1-2 visits	3 visits
Cost per campus visit (out-of state candidate)	\$2,700	\$3,150	\$2,167
Estimated indirect costs related to recruitment, screening, and retention	\$131,058	\$8,904	\$20,800
Estimated hours for onboarding/training new tenure track faculty hires	20.4 hrs	43.2 hrs	15.2 hrs

ESTIMATED COST PER SEARCH

Unit Averages	Mānoa	Hilo	West O'ahu
Committee member hrs spent	33.4 hrs	32.4 hrs	18 hrs
# of committee members	4-5 members	4-5 members	3 members
Dean hrs spent	7.5 hrs	15 hrs	21 hrs
Local search plus labor	\$15,778	\$14,900	\$5,350
Out-of-state search plus labor	\$20,769	\$19,310	\$11,200

RESEARCH QUESTION

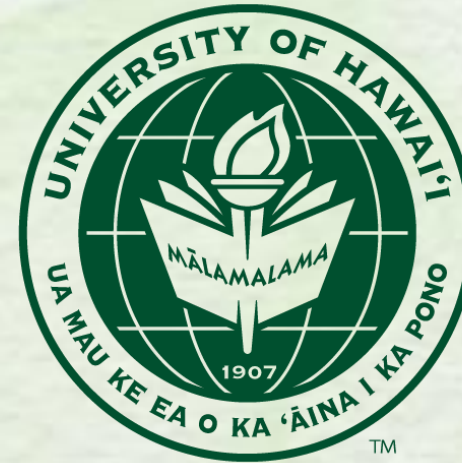
How can we improve hiring success for tenure-line faculty at UH's 4-year institutions?

CROSS-CASE EXPLORATORY METHOD



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HILO



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MĀNOA

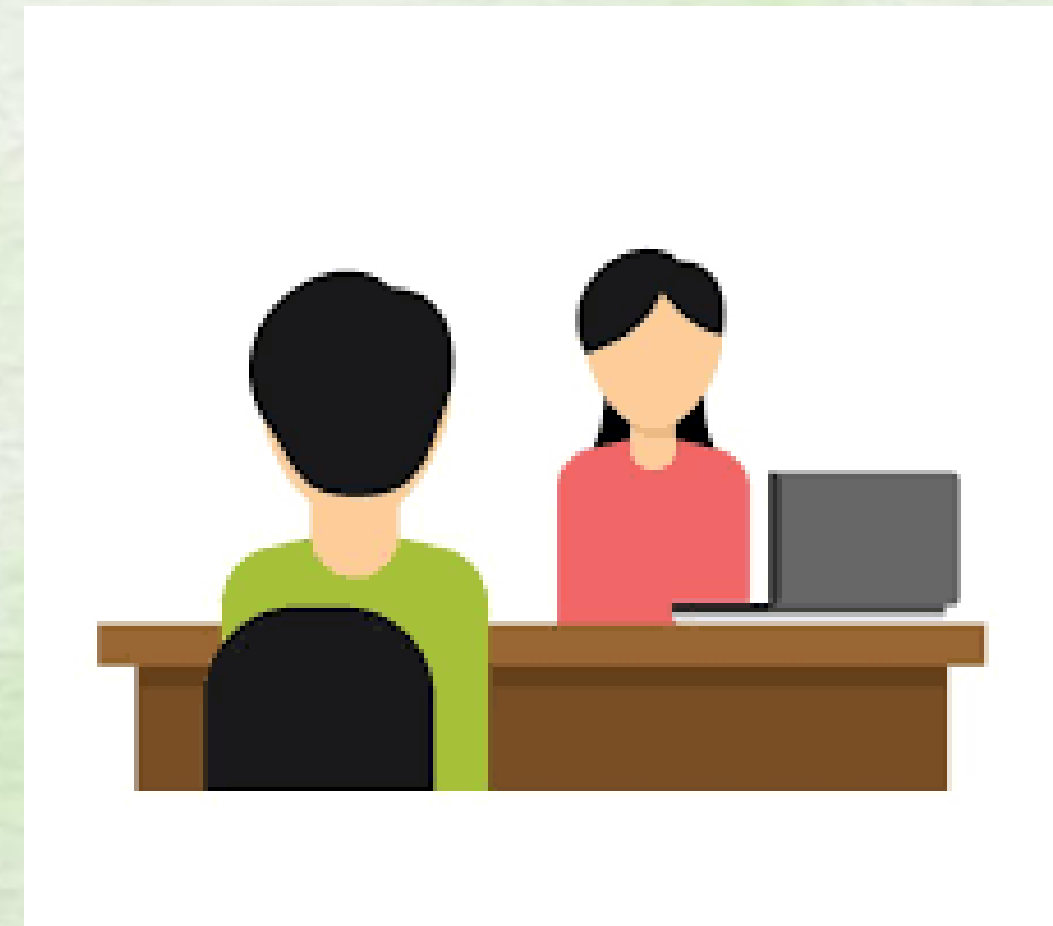


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WEST O'AHU

INTERVIEWS

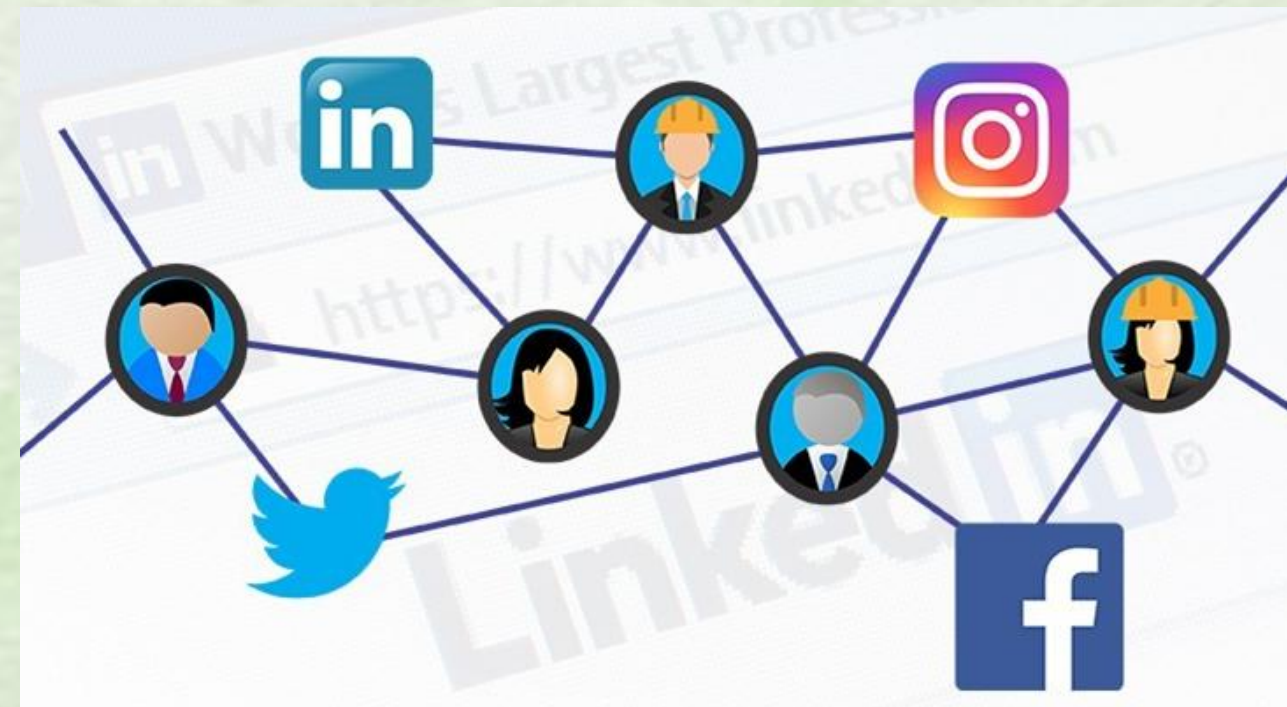
- Deans
- Faculty Chairs
- Human Resources



FINDINGS I

Recruitment & Networking

- Proactive Sourcing
- Targeted Outreach



FINDINGS II

Procedure, Rigor, & Equal Opportunity

- Compliance + Standardization = Equity
 - Transparency ↔ Accountability
 - Data-Driven Decisions



FINDINGS III

The “Hawai‘i Factor”

- Geographic Isolation
- Cost of Living
- Community Fit

Lucky
YOU LIVE IN
Hawaii?



FINDINGS IV

Retention Through Mentorship

- Structured Onboarding
- Sustained Mentorship
- Community Integration



BEST PRACTICES

- **Recruitment & Networking**
- **Screening Procedures, Rigor & Equal Opportunity**
- **Addressing the “Hawai‘I Factor”**
- **Retention Through Mentorship**



A huge MAHALO to our outstanding coaches:

Laura Lyons & Brandon Marc Higa

Campus Comparison

Highlighted Survey Items	UH Manoa	UH Hilo	UH West Oahu
Retention rate (achieving tenure) for faculty	74%	70%	68%
How many campus visits per search	2-3 visits	1-2 visits	3 visits
Cost per campus visit (local candidate)	\$516	\$700	\$216
Cost per campus visit (out-of state candidate)	\$2,700	\$3,150	\$2,167
Estimated costs related to recruitment, screening	\$7,225	\$1,821	\$800
Estimated costs related to recruitment, screening, PLUS retention	\$131,058	\$8,904	\$20,800
Estimated hours for onboarding/training new tenure track faculty hires	20.4 hrs	43.2 hrs	15.2 hrs

UH Manoa

Highlighted Survey Items	
Average committee member hourly	\$67.71
Average committee member hrs spent per search	33.4 hrs
Cost per committee member	\$2,261.97
# of committee members per search	4-5 members
Cost per search committee	\$10,265.85
Average dean hourly	\$148.68
Average dean hrs spent per search	7.5 hrs
Dean cost per search	\$1,115.08
Search cost comparison including recruitment and screening costs	\$15,778 (local) - \$20,769 (out-of-state)

UH Hilo

Highlighted Survey Items	
Average committee member hourly	\$58.00
Average committee member hrs spent per search	32.4 hrs
Cost per committee member	\$1,879.14
# of committee members per search	4-5 members
Cost per search committee	\$8,456.13
Average dean hourly	\$88.90
Average dean hrs spent per search	15 hrs
Dean cost per search	\$1,333.50
Search cost comparison including recruitment and screening costs	\$14,900 (local) - \$19,310 (out-of-state)

UH West Oahu

Highlighted Survey Items	
Average committee member hourly	\$48.55
Average committee member hrs spent per search	18 hrs
Cost per committee member	\$873.86
# of committee members per search	3 members
Cost per search committee	\$2,621.58
Average division chair hourly	\$60.89
Average division chair hrs spent per search	21 hrs
Division chair cost per search	\$1,278.78
Search cost comparison including recruitment and screening costs	\$5,350 (local) - \$11,200 (out-of-state)