

PUR Search Committee Meeting Minutes August 22, 2016

Present: Linda Hon (Chair)

Diane McFarlin, Spiro Kiouisis, Moon Lee, Sylvia Chan-Olmstead, Mickey Nall, Ann Christiano, Deanna Pelfrey (by phone)

McFarlin: Charge to the committee, 3 (or 2-4) finalists presented unranked
Excellent teacher, scholar, national and international reputation. Program is top in the nation and needs a stellar leader.

We're looking for someone who is now a full professor or advanced associate.

Demonstrated leadership

Diverse pool of applicants—especially in the context of diversity discussion at 2016 College Retreat

Advertise in venues that will generate a diverse pool.

Priority given to candidates who can contribute to interdisciplinary work, online, build partnerships with industry, and internationalization

Kiouisis: Personal recruitment is key. Conventional and unconventional networks. Try to have in-person conversations. Good inroads made at AEJMC

Great department, people want to come and join us.

Grateful to John Wright for filling in.

Interview structure: use set questions for interview. Identify people from outside the college to join social events

Have UF office of minority affairs review job description

Timing: Discussion about pros and cons of interviewing in late fall or early January

Entire department votes on acceptable/unacceptable

Department needs to vote on tenure before campus interviews

Process includes a meeting among departmental faculty where committee present its notes

Don't rush to judgment—we have a good chair, and should work for a deep pool—use rolling deadline

External committee member should be a strong professional, representative from an underrepresented.

Next step: Complete diversity certification; review all three job descriptions

Begin reviewing candidates October 15, but position remains open until filled