

The following are questions to help evaluate the efficacy of your search committee's faculty search process.

- Did the committee use the resources available in the Faculty Search Toolkit during recruitment process?
- What parts of the search process worked well?
- What parts didn't work well? How could they be improved?
- Was the applicant pool diverse? Did it include women and underrepresented minorities?
- Could the job description have been constructed in a way that would have brought in a broader pool of candidates?
- Could the department have recruited more actively?
- Were any promising candidates discovered during this search? If so, it will be helpful to keep these individuals on file for future searches.
- How did finalists perceive the recruitment process? Interviews with members of this shortlist can yield valuable feedback.
- Did candidates, especially those were women and/or underrepresented minority candidates, refuse an offer? If so, why? Consider interviewing these candidates and asking them their reasons for refusal?
- Are there ways that the department can become more attractive to women and underrepresented minorities?