

The strategies listed below are short and long-term efforts that can be used at the University of Florida to expand the applicant pool for faculty searches.

## Short-Term Strategies

**Assess the depth of your pool.** A tool available is the Survey of Earned Doctorates (SED), which can help you assess if your applicant pool accurately reflects the doctoral recipients of a particular field.

**Review past departmental searches.** Highly qualified candidates can be found in past searches conducted by your department. At the very least, it could provide some additional outreach contacts.

**Plan broadly with specific target groups in mind.** Make sure your job description speaks to a wide range of audiences and it is advertised in niche publications that reach underrepresented groups.

**Outreach, outreach, outreach.** Use all resources available to you including other departmental faculty and graduate students. Establish network connections as well as posting the job advertisement with professional organizations.

**Generate an applicant pool.** Take a proactive approach by continuously creating and cultivating long-term relationships and connections when attending discipline-focused conferences. This will help in the long-term when a position becomes open.

**Develop a welcome plan for the new faculty.** Make sure your department is a place where people want to stay and grow within the organization. This helps elevate your department's reputation of a good place to work.

## Long-term Strategies

**Short-term appointments or exchange of women/minority faculty.** These type of exchanges can be done with Historically Black Colleges and Universities (HBCUs) or other institutions. In doing so, the University of Florida creates contacts that can assist in the recruiting efforts as well as provide more opportunities for these specific groups.

**Consider individuals outside of academia.** Consider short-term faculty appointments or larger commitments to individuals in private industry, military or the government. For faculty positions that are specific to a profession (law, medicine, engineering, etc.) this can help develop a pool that includes candidates whose employment backgrounds are different from those in academia.

**Utilize part-time positions to attract candidates.** This can provide a "foot in the door" for applicants who could potentially be considered for future position openings.

**Create postdoctoral fellowships.** Fellowship position may entice interested candidates in permanent faculty positions.

**Hire individuals who have completed all Ph.D. requirements but their dissertations.** Follow-up program of faculty development that permits the completion of the doctoral degree demonstrates UF's commitment to working with highly qualified candidates in developing their careers.

**Create a visiting scholars program or lecturer series.** This option works twofold, it exposes students and faculty to new perspectives and scholarship, enriching the academic environment for all as well as giving the visiting lecturer an inside look at working at the University of Florida.