

Types of Searches							
Type	Eligibility	People Involved	Advertisement Requirement	Timeline	Process	Benefits	Challenges
Standard Search	All Positions	Hiring Authority, Search Chair, Search Committee of 2+ people, EOC	AP: 3 weekends or more Faculty: 4 weekends or more	2+ months (longer if position description must be modified)	Post position; Screen for minimum qualifications; Committee determines semifinalist interviews; finalist interviews ; Committee provides recommendation to Hiring Authority; Hiring Authority offers position	Includes many stakeholders and shared governance via search committee model	Length of time-to-hire, scheduling amongst committee members, lose applicants prior to hiring decision, amount of resources (time and cost)required of committee
Accelerated Search	AP, non-director level positions that pay \$80,000 annually or less	Hiring Authority, 1 Committee Member (at least), EOC	2 weekends or more	14-30 days (longer if position description must be modified)	Post position; Screen for minimum qualifications; Hiring Authority and one other person determine semifinalist interviews; finalist interviews (can skip to finalist interviews); Hiring Authority offers position	Shorter recruitment requirement; Easier scheduling with two reviewers; Allows earlier review ; Hiring Authority directly involved and engaged in hiring; less resources required with modified model	May not be able to take advantage of the shorter posting period depending on available talent pool; not available to all positions
Pilot Search	All AP Positions	Hiring Authority, HR Professional (trained EOC), Interviewer(s)	1 week (7 days) or more	10-14 days (longer if position description must be <i>substantially</i> modified)	Post position; Semifinalist/screening interviews prior to priority consideration date; finalist interviews; Hiring Authority offers position	Ability to review and interview candidates prior to first consideration date; Easier scheduling with fewer reviewers; more available support from HR Professional in recruitment, interviewing, and process; more strategic use of resources; Hiring authority directly involved and engaged in hiring	Not as structured, not as many stakeholders involved in process prior to finalist interviews