



WILLIAM & MARY

CHARTERED 1693

FACULTY HIRING

Committee on Academic Affairs

February 6, 2020

Faculty Hiring Working Group

- Peggy Agouris
- Ann Marie Stock
- Sharron Gatling
- Carrie Née
- Christopher Lee
- Kathy Morgan
- Chon Glover

Start with Why

- Selecting the right talent is one of the highest priorities of the institution as it has a profound impact on the quality of education delivered.
- Most tenure-eligible faculty will remain at the institution for thirty or more years, and the investment in each position is in the millions of dollars, it is critical to maximize the impact of every single faculty member;
- W&M must recruit, hire and retain individuals who succeed in advancing the institution's mission, vision and values.

Excellence

We aim for extraordinary, recognizing that personal growth and meaningful accomplishment require bold aspirations, courageous risk-taking, and focused effort.

Process



Phase I



Moving Forward Tentative Timeline

January 8	Phase I of Faculty Hiring Proposal delivered to the President
January 26	Phase II of Faculty Hiring Proposal delivered to the President
January 31	Provost meets with the Deans to present the Proposal and receives feedback.
February 6	Proposal is presented to the Committee on Academic Affairs during the Board of Visitors meeting.
February 10	Finalize the training session with Oregon State for August 20-21. The group will train 40 people during their 2-day visit. These individuals will serve as Search Advocates beginning in the fall. The individuals, who complete the training, are then able to train additional people on campus.
By March 15	Finalize the training for Search Committees/Chairs to be implemented in August. This training will be a mixture of on-line training modules and in-person training.
By March 15	In partnership with the Student Assembly, finalize training for sophomore/junior student leaders for participation in the hiring process.
By June 1	The final review of the new hiring process to ensure successful launch.