

Computing Research Association

Conference at Snowbird 2000



Slides from a workshop
on the topic of

“Best Practices: Recruiting and
Retaining Faculty, Graduate
Students, and Researchers”

presented by

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<http://www.cra.org/Activities/snowbird/00/wk4-3.html>

Recruiting - Best Practices



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Success (Faculty Recruiting)



- 1997 1 out of 9
- 1998 1 out of 8
- 1999 5 out of 6
- 2000 3 out of 4 (teaching faculty)

Components of Recruiting



- Lay the Foundation
- The Interview Process
- Post Interview

Foundation



■ Excellence in Research

- develop research quality and excitement
 - best projects on display/demos
- equipment - state of the art
- labs and facilities first rate
- positive derivative in grants, etc.

■ Vision (multi-year goals)

- show department is organized
- *how each candidate will fit/wanted*

Foundation



■ Collegiality

- helpful/cooperative environment
- has to be real
- positive attitudes

■ Involve graduate students in dept.

■ *Plans for Success of Junior Faculty*

- mentor
- past success
- provide resources needed

Interview Process



- Actively search out the **right** people
 - realism
- Assign a Host
 - call; arrange visit; show around; follow up
- Convey plan for success of Junior Faculty
- Convey vision/goals
- Convey how they might fit into the picture
- **Research Group Meetings**
 - *versus 10-12 repetitive 1/2 hour slots*

Interview Process



- Faculty Awareness
 - a **single** comment from a faculty member can lose a candidate
- Extol your own virtues (do not cut down other places)

Post Interview



- Quick reaction
 - multiple openings (don't wait)
- Follow up calls
 - Chair, Host and selected other people
- 2-body solutions
- Start-up packages
 - *lower vs upper bounds*