

## **The Report on the Hiring Timeline of TCC's Faculty Presented by Richard Gill on February 2, 2010**

On my request, the Faculty Senate, somewhere around October of 2008, appointed me chair of an ad-hoc committee whose mission was to collect data on the timeline of faculty hires at TCC over the last several years. I had become suspicious that TCC misses out on most of the best faculty available each year by extending the hiring process into July and August when most of the top people available would have accepted jobs elsewhere. The members of the committee were recruited and I asked Jill Adams in HR for data that would include the following for faculty hired at TCC over the last three years:

1. the date that the position was first announced for recruitment publically;
2. the date that the search committee received its charge;
3. the date that strengths and weaknesses were reported to HR;
4. the date that HR cleared the candidates for hire;
5. the date that the candidate accepted the job and
6. the date that the candidate began working for TCC.

I requested the data around November 2008 and after a series of delays (not attributable to Jill Adams) the data was released to me around July 2009. The data was not exactly what I had requested but it certainly does the job. I sent the data out to the committee members but did not receive any feedback, primarily I suspect, because of how long and drawn out the process had become. The Fall Semester was then upon us. I became chair of the TLTC and chair of EVOLVE and the committee fell off my radar screen. Even worse, all my emails associated with the committee disappeared as they tend to do after about three months. At any rate, I have decided to turn the data over to the Faculty Senate along with my apologies and my comments.

Since the vast majority of the recent hires were associated with start dates of 8/16, I have decided to restrict my comments to that group. I will refer to Job Acceptance dates in July and August as red zone dates, I will refer to Job Acceptance dates in May and June as marginal zone dates and I will refer to Job Acceptance dates in April as safe zone dates. It is my suspicion that many schools offer jobs to the top candidates in April and that the closer our Job Acceptance dates get to 8/16 the greater the chances that the best candidates have taken jobs elsewhere.

### **A Summary of the Data**

Of the 10 hires in 2008, 7 had a start date of 8/16. All 7 were in the red zone.

Of the 19 hires in 2007, 15 had a start date of 8/16. 11 were in the marginal zone and the other 4 were in the safe zone.

Of the 35 hires in 2006, 34 had a start date of 8/16. 21 of these were in the red zone and the other 13 were in the marginal zone.

The totals then involve 56 hires with a start date of 8/16. 28 of these were in the red zone, 24 were in the marginal zone and 4 were in the safe zone.

## **Conclusions**

In the objective realm, I believe that the evidence indicates that we push our search process into the red zone far too often. I believe that the problem is not with HR. I have no data to support this but I believe that we land in the red zone so frequently because we wait for the budget to arrive from the General Assembly before giving the green light to the budget process. I believe that the Faculty Senate should address this ASAP. Granted, we won't be hiring many new faculty members any time soon but corrective action on this issue will probably take quite a while.

I believe that we don't have to be paralyzed by the General Assembly's timeline. At the very least, we can prioritize certain positions and pursue the remaining positions when the budget picture becomes clear.