

# Leadership Institute: Hiring, Retention and Spousal/Partner Hires

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	Recruitment	Spousal/Partner Hires	Retention
Policies	<p>Compliance with Federal/State law</p> <p>MSU requirements</p> <p>Commitment to inclusiveness and diversity</p> <p>Perceived as fair by candidates and faculty</p>	<p>Spousal hires are properly vetted by the unit</p> <p>Positions may be academic or support staff</p>	<p>Mentoring</p> <p>Service loads for new faculty, with special attention to UR faculty</p>
Procedures	<p>Prepare the search committee</p> <p>Consult with the FEA re: best practices</p> <p>Describe the position and selection criteria</p> <p>Recruit high quality &amp; diverse applicant pool</p> <p>Screening</p> <p>Campus visit and on-site interviews</p> <p>Evaluation and recommendation</p>	<p>Consultation with department/dean</p> <p>Funding requests from the Office of the Provost</p> <p>Exception to search processes (for both academic positions and support staff positions)</p> <p>Plan for retention of spouse/partner once financial support is discontinued</p>	<p>Clear/specific/transparent performance expectations</p> <p>Honest and transparent annual reviews</p> <p>Stay interviews</p> <p>Mentoring for new faculty and mid-level faculty</p> <p>Leadership opportunities</p> <p>Monitoring of pay equity</p>
Strategies	<p>Active recruitment vs Passive recruitment</p> <p>Marketing as a recruitment strategy</p> <p>Research as a recruitment strategy</p> <p>VPRGS recruitment tool</p> <p>Target publications</p> <p>Professional associations and conferences</p> <p>Distinguished fellowship/award recipients</p>	<p>Engage early in the recruitment process</p> <p>Provide community related resources during the campus visit</p> <p>Individualized approaches (one size does not fit all)</p>	<p>Proactive retention of key faculty</p> <p>Climate assessment</p> <p>Engagement in meaningful leadership opportunities</p> <p>Consider cluster/cohort hiring</p> <p>Retention packages</p>
Resources	<p><a href="#">Faculty Search Toolkit*</a></p> <p><a href="#">Academic Hiring Manual</a></p> <p><a href="#">NSF Earned Doctorate Research</a></p> <p><a href="#">Recruitment Resources Directory</a></p> <p><a href="#">Alliance for Graduate Education and the Professoriate</a></p> <p><a href="#">Higher Education Recruitment Consortium</a></p>	<p><a href="#">Lansing Economic Area Partnership</a></p> <p><a href="#">MSU Applicant Page</a></p> <p><a href="#">Academic Human Resources @ MSU</a></p> <p><a href="#">Office for Inclusion and Intercultural Initiatives</a></p>	<p>Academic Human Resources</p> <p>Dean's Office</p>

\*This resource is no longer actively updated.