



Broadening the Search Process: Toolkit and Interview Results

Interviews with Subset of Candidates who Accepted or Declined

Most common reasons for accepting offers:

- Positive impression of MSU/department (4 of 5)
- Liked geographic location (3 of 5)
- Spouse/partner found employment (2 of 5)
- Attractive start-up package (2 of 5)

Most common reasons for declining offers:

- No employment opportunity for spouse/partner (3 of 7)
- Spouse/partner did not want candidate to accept (3 of 7)
- Geographic location- expensive, difficult for travel (2 of 7)
- Received a more attractive offer (2 of 7)

Evaluation of work-life integration initiatives:

- 100% positive evaluation of meeting with family advocate
 - Representative comments:
 - "I loved the family advocate meeting!"
 - "It made me feel more comfortable asking about (work-life integration.)"
- 100% positive evaluation of work-life integration initiatives
 - Partner employability identified as the most important initiative, followed by childcare availability and family leave options.
 - Initiatives regarded as beneficial in the abstract, though few candidates identified them as personally relevant at the present time.
 - Representative comments:
 - "MSU is the only place that talked about any of these issues." (Echoed by all 12 respondents.)
 - "We need to catch up to Bozeman!"

Selected ADVANCE Search Toolkit suggestions:

- Bring more women to campus to interview (request supplemental search funding if needed)
- Identify an outstanding woman candidate from an on-going search and request a Target of Opportunity hire by leveraging a future line
- Support work-life integration by providing information (e.g., meet with the family advocate) to all candidates about work-life integration
- Enhance recruitment of top candidate by working creatively to make partner accommodations

	Partner Accommodation			Diversity Depth/ Target of Opportunity Hires		Supplemental Search Funds		
	STEM	SBS	Other	STEM	SBS	STEM	SBS	Other
Requests Submitted	6	2	2	9	0	10	0	1
Approved	2	2	1	8	0	10	0	1
Declined	0	0	0	0	0	0	0	0
Under Review	4	0	1	1	0	0	0	0
Final Outcomes								
Offered	2	2	1	8	0	5 ¹	0	1
Accepted	2	2	1	3	0	2 ²	0	1
Declined	0	0	0	4	0	1 ²	0	0
Pending	0	0	0	1	0	2 ³	0	0
Other								
Tenure Track Lines Leveraged by the Provost	2	1	0	2	0			
1 - Six STEM women were brought out (1 with funds from Dean). A Diversity Depth/Target of Opportunity Hire is under review for the sixth woman. 2 - One woman in accepted and the women who declined were also counted in the outcomes of the Diversity Depth/Target of Opportunity Hires section as both were utilized in offering the position. 12 STEM/SBS women were offered positions, 9 accepted and 1 is pending. 3 - One woman is negotiating a partner accommodation.								

To Consider: How can we better accommodate partners?

70 The number of job candidates who had an in-person meeting with the University Family Advocate (Sara Rushing)