



# THE ART OF A SEARCH

By Suzie Therrell

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**HIRE**

can change the trajectory  
of an entire department.

# THE SEARCH PROCESS

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**PREPARE**



**EVALUATE**



**INTERVIEW**



**RECOMMEND**

Search committees  
don't evaluate people.

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They evaluate  
evidence.



# CONFIDENTIALITY

What is said  
in committee  
stays in committee.

SEARCH COMMITTEE

**CONFIDENTIAL**



## CANDIDATE A



PhD, Leadership, Teaching



Publications & Research



Collaboration & Impact



Campus & Community Fit



Mission Alignment

## CANDIDATE B



PhD, Leadership, Teaching



Publications & Research



Collaboration & Impact



Campus & Community Fit



Mission Alignment

VS.



# WHAT EVIDENCE MATTERS MOST?



**Qualifications  
matter.**



**Culture  
matters.**



**Mission  
matters.**

# ASK THIS.

## JOB RELATED QUESTIONS

- ✓ Skills
- ✓ Experience
- ✓ Qualifications
- ✓ Ability to Perform Duties

# NOT THAT.

## AVOID QUESTIONS ABOUT

- ✗ Age
- ✗ Family Status
- ✗ Religion
- ✗ Disability
- ✗ National Origin



**Listen More.**  
**Assume Less.**



# Direction Matters

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## More Than Perfection.



**Great  
Searches  
Build  
Great Teams.**

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# Every Search Shapes Our Future

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**Thank You.**