Hiring the Best Candidates and Then Evaluating Their Performance

Search processes represent valuable opportunities to recruit an exceptional advising team, and performance evaluations provide mechanisms to further strengthen, develop, and retain that team. The process of recruiting and hiring talented colleagues allows administrators, regardless of institutional type (e.g., 2-or 4-year; unionized or 'at will' organizations) to establish a firm foundation for robust evaluation processes that encourage recognition and growth. This session will provide an overview of the key components of successful searches and performance reviews, while considering the complementary relationship between the two.

Learning Outcomes - Participants will:

- Learn characteristics associated with successful recruitment and evaluation processes,
- Consider strategies for developing an ongoing evaluation process that begins with the advisor hire and evolves with departmental needs and objectives, and
- Explore opportunities for improving existing processes within their advising operations.

Selected References


