

## Search Committee – Outside Member

The Guidelines for Faculty Recruitment and Hiring provide that each Search Committee should have “at least one faculty member from outside the department, chosen in consultation with the Provost for Tenure-Track positions and with the Associate Provost for visiting positions. This ‘outside’ member is to be involved as fully as possible in all stages of the search and the selection process.”

Outside committee members serve an indispensable role in faculty searches. They help departments, programs, and the College make strong hires and move toward important collegiate goals, including (but not limited to) recruiting and hiring candidates who will be excellent teachers and scholars, as well as achieving greater diversity in the pool of candidates under serious consideration and greater general equity in the selection process. They help by providing a fresh perspective on the search criteria and the selection process itself. Outside members also help frame the discussions concerning candidates by focusing the search committee on curricular needs beyond those of the department or program.