

CUL Recruitment Information for Hiring Managers, Search Committees and Chairs

Many of the processes contained in this document were implemented as a result of the recommendations found in the [Report of Task Force on Best Practices in the Recruitment and Hiring of Academics](#). This document summarizes the CUL recruitment process, but is subject to modifications if warranted. A Library Human Resources (LHR) recruiter will meet with each search committee to provide more in-depth guidance and instruction related to the summary below.

The search process may begin after a [position justification form](#) has been submitted and formal approval to post the vacancy has been obtained.

BEFORE POSTING

The hiring manager will identify search committee members with input from LHR:

- Members should be able to adequately represent the interests of those with a stake in the outcome
- The supervisor/hiring manager may or may not be part of the search committee
- Members may be academic or non-academic (including hourly)
- Three to five members are recommended; four members are considered optimal
- At least one member should be from another campus library or unit
- At least one member – especially the committee chair - should have prior CUL search committee experience
- Avoid asking someone to be a member who might be a potential candidate
- A search committee member may recuse themselves for any reason, including if a current employee who reports to them applies

Schedule a meeting with the entire search committee and your LHR recruiter. Discussion will focus on:

- Recruitment support and search expectations
- Setting an approximate timeline for the search
- Discuss asking for candidates to submit a Diversity Statement
- The staff position description (SPD) language and the position announcement
 - Confirm the working title accurately represents the job
 - Carefully consider required and preferred qualifications; these are used to measure/evaluate candidates
 - Carefully consider language to avoid inadvertent bias
 - If appropriate, include language if the position is less than full-time or if it is a term appointment
 - Consult with LHR to confirm the salary range, which will be included in academic postings whenever possible

Visit: <https://confluence.cornell.edu/display/libhumres/Recruitment+Tools+for+CUL+Search+Committees>
Committee members are **required** to review bias training: [Lynda.com training video on unconscious bias](#)

POSTING THE POSITION ANNOUNCEMENT

- Academic positions are posted for at least 30 days, unless a shorter period is approved by LHR
- Posting sources are communicated

- If an application deadline is included in the ad language, the ad cannot be unposted early unless the search is being cancelled
- LHR will provide search status information throughout the search at: <https://confluence.cornell.edu/display/libhumres/Recruitment+Tools+for+CUL+Search+Committees>
- Inform LHR if any outreach/announcements will be done by search committee members

SCREENING APPLICATIONS / INTERVIEWING

- LHR will create and maintain a Box account which contains relevant search materials
- Measure/evaluate candidates based on the SPD
 - Lack of a cover letter is not automatic grounds for rejection - consult with LHR
 - Out-of-State addresses are not automatic grounds for rejection – consult with LHR
- Maintain confidentiality
- Be professional/respectful
- Consult with LHR regarding internal candidates
 - Communication will be especially important
- Administrative support is provided for academic searches:
 - Chris O’Hara – Law Library (cmo10@cornell.edu / 5-5856)
 - Lianna May – Mann Library (lkm64@cornell.edu / 5-2285)
 - Rachel Brill – All other academic searches (rlb54@cornell.edu / 5-5181)
- Understand [lawful and unlawful interview questions](#)
- Interview questions as well as the interview process must be consistent between candidates. Sample interview questions provided at: <https://confluence.cornell.edu/display/libhumres/Recruitment+Tools+for+CUL+Search+Committees>
- Keep search-related notes – they will be given to LHR at the conclusion of the search
 - Your notes could be audited. Keep comments professional
- Periodically inform LHR of progress
 - When candidates are identified for phone interviews, but before making contact with them
 - When candidates are identified for in-person interviews, but before making contact with them
 - Candidates who will not make it to the phone interview step will be notified by LHR in a timely way (more about communicating with the remaining candidates below)

CHECKING REFERENCES

- Typically done by the search committee in consultation with LHR
- Notify your LHR recruiter and the candidate that it will be happening
- Refer to [sample reference checking documents](#)
- Keep reference questions consistent between candidates
- Candidate’s immediate supervisor must be contacted

MAKING THE OFFER

- Return the completed Library Selection and Non-Selection Report to LHR
 - Only candidates who were interviewed by phone or in-person are included on the form
 - Reasons must correlate with the skills, education, and experience stated in the SPD
- With the approval of the Director of LHR (Lyndsi Pignon), the following decisions are made:

- Salary/hourly rate
- Academic rank
- Relocation if applicable
- Anything that seems questionable or out-of-the-ordinary
- As per Procedure 13, if a candidate's qualifications suggest appointment as Associate Librarian or Archivist or Librarian or Archivist and at least three members of the search committee are at the rank of Associate Librarian or Librarian, those members will serve as an ad hoc committee to advise the University Librarian concerning the most appropriate rank for appointment in conjunction with the appropriate prospective department head and Associate University Librarian. If there are not three such members on the search committee, additional members will be added by the search committee chair to bring the total number of the ad hoc committee to three.
- Discuss potential start dates with your LHR recruiter before making the offer to the candidate
- Inform the candidate a background check/information verification check will be happening. The candidate may contact the Director of LHR at 607-255-9560 or LRA8@cornell.edu if they have questions or concerns about this step
- Refrain from notifying in-person candidates who were not selected of the decision until the selected candidate formally accepts – consult with LHR

FAILED SEARCHES

- LHR will update the status to “Closed without hire” for searches that do not result in a hire: <https://confluence.cornell.edu/display/libhumres/Recruitment+Tools+for+CUL+Search+Committees>
- The search committee will reconvene with their LHR recruiter to discuss strategies for re-posting

WRAPPING UP

- Once the selected candidate accepts, inform candidates who were not selected of the decision.
 - LHR has template language that may be used
 - Phone and in-person candidates receive this messaging
 - Cc or bcc your LHR recruiter on this email correspondence, or send them an email to confirm you have done this if you notified candidates by phone
- Inform the search committee that the selected candidate has accepted the position
- LHR will issue a confirmation of acceptance to CUL-LIB after the candidate has given their approval to do so.
- All search notes (screening, phone, in-person, reference checks) are given to LHR within two weeks of the conclusion of the search. They may be uploaded into the Box account or given as hard copies
- Search notes are retained by Library HR for three years, per Cornell University policy

QUESTIONS? Contact Library HR @ LibHR@cornell.edu or:

Lyndsi Prignon, Director
(607-255-9560, lra8@cornell.edu)

Bonnie Bailey, Academic recruiter

(607-255-7021, bab3@cornell.edu)

Jose Delgado, Non-academic recruiter for CUL Administrative Operations, Asia Collections, Assessment and Planning, Communications, CU Press, CUL-IT, DSPS, Law, LTS, RMC, and Scholarly Resources

(607-255-5485, jad25@cornell.edu)

Denise Smith Colon, Non-academic recruiter for Access Services and Reference/RLS (in all libraries), Annex, ILL, OKU Collection Maintenance

(607-255-7071; ads266@cornell.edu)