

# ADEO & Academic Recruitment announcements for January 2017

The following are updates regarding academic recruitment processes, recruitment policies and AP Online Recruit:

## Why are tenured title appointments different?

Because tenured positions have distinct conditions of employment. Qualifications, compensation and security of employment for tenured titles are significantly different from non-tenured titles.

## Why are tenured title searches separated?

Recruitments for tenured titles (ex.: Assoc/Full Professor, LSOE) are separate from all other academic titles (ex.: Asst, Adjunct, Clin, Clin X, Lecturer etc.) because:

- Benchmark availability data is different for tenured vs. non-tenured titles.
- Comparisons of like candidates is needed for accurate data on applicant pools and recruitment outcomes.
- Applicants need to self-select for tenured and non-tenured positions = NO STEERING.

For a full list of tenured titles, go to [https://apol-recruit.ucsd.edu/analyst/help/manage\\_recruitments#tenured-title-codes](https://apol-recruit.ucsd.edu/analyst/help/manage_recruitments#tenured-title-codes).

## Approved Ad Text

As of 9/15/16, when using Recruit, the Description field text no longer needs to include:

- Application deadlines
- Application materials
- References

For full explanation, go to <http://academicaffairs.ucsd.edu/files/aps/adeo/AdTextChangeAnnounce.pdf>.

## No “Soft Offer” Status

Recently, two new applicant statuses were added to Recruit- “Soft offer extended” and “Declined soft offer”. These statuses are not needed for applicant dispositioning at UCSD. All other disposition statuses meet the requirement for compliance and are part of UCSD’s stated academic recruitment process.

## Recruiting for and International Faculty and Scholars

Which publications “count” for visa applications? What’s the difference between “Visa” and “Status”? How do I process visas for international faculty and scholars? For answers to these questions and more, go to the International Center <http://ifso.ucsd.edu/>.

## Recruiting Toolkit

Coach your hiring committee into recruiters with great tips from this webinar

<https://vimeo.com/149317732>.

More HERC webinars on demand at

[http://www.hercjobs.org/member\\_resources/Webinars/#webinars\\_on\\_demand](http://www.hercjobs.org/member_resources/Webinars/#webinars_on_demand).

For questions regarding this information, or if you want to unsubscribe/subscribe, please contact [adeo@ucsd.edu](mailto:adeo@ucsd.edu), subject line “ADEO & Academic Recruitment announcements for Jan 2017”.