

UMSL Faculty Hiring Process (Benefit-Eligible Faculty)

1. College Dean submits request for faculty hire to Provost. Request consists of the following:
 - a. Justification document
 - b. Organization document (listing of current faculty by rank)
 - c. Proposed salary range
2. Provost reviews and either approves for submission to justification committee or returns to College.
3. College submits justification materials to employment@umsl.edu with Provost approval. HR posts to Justification Committee.
4. Justification committee either approves or declines to approve and returns the request to college. Academic Affairs, HR, and ODEI are part of the meeting and are aware of the decision.
5. The Provost notifies the Dean of decision, who is responsible for notifying the Department Chair.
6. ODEI reaches out to the department contacts (often the Department Chair and Search Committee Chair) at the beginning of the search process with information and resources to support an inclusive and equitable search including recommendations for the job posting, recruitment strategy, and rubrics.
7. Search committee sends job ad to ODEI for review and makes necessary changes.
8. Search committee chair sends requisition form to the Business Manager with final job posting, Business Manager completes form, gets Dean approval and sends it to employment@umsl.edu.
9. UMSL HR sends job posting requisition form to Shared Services which posts it.
10. Prior to review of applications, ODEI facilitates discussion with search committee about inclusive excellence, implicit bias, and best practices. HR is invited to provide training around accessing applicant materials and pool certifications.

11. Search committee develops screening rubric for applications and interview questions and sends to ODEI for review.
12. After reviewing applications and deciding upon the candidates who will be interviewed, the search committee chair submits the full pool of candidates along with the job code to employment@umsl.edu. For each candidate NOT selected to move forward in the process, please provide a reason (insufficient teaching or publication record, has not taught relevant classes, etc.).
13. HR Recruit team conducts a pool certification for one round of interviews.
14. Search committee completes initial screening of semifinalists to generate finalist pool. It is expected that at least three candidates will be invited for campus presentations.
15. Finalists come to campus; search committee solicits feedback from campus and completes reference checks.
16. Following finalist visits, search committee creates a report of strengths and weaknesses of each candidate as assessed through committee screening process as well as feedback from faculty, students and staff.
17. Search committee provides Dean with the committee report.
18. After reviewing the search committee report, the Dean provides Provost with recommendation to hire.
19. Provost provides Dean with parameters for verbal offer (e.g., salary range, immigration needs, if applicable revised tenure timeline). The parameters have already been agreed to in principle by the Justification Committee.
20. Dean will have parameters for negotiation, if outside those parameters will need to go back to the Provost for approval.
21. If candidate does not accept Dean either brings forward next acceptable candidate or fails search.
22. When candidate verbally accepts, Business Manager submits offer details that will match the details in the offer letter to Stripes:

- a. Candidate name, Job ID, start date, salary, position number, moving allowance if applicable
23. When candidate verbally accepts, Academic Affairs works with Unit to create offer letter, which includes Job Posting ID # in the footer.
24. In the offer letter, Provost's Office adds:
 - a. The signature blocks for Provost and candidate;
 - b. Job Posting ID # in the footer (if not already there)
 - c. For 9-month faculty:
 - i. Two (2) check boxes for pay election
 - ii. "I elect to be paid in either [] 9 monthly installments or in [] 12 monthly installments"
25. When applicable, Provost's Office attaches a Moving Allowances form to the offer letter for the applicant's signature.
26. Provost's Office uploads the offer letter to DocuSign.
 - a. Provost's Office adds the Business Manager as a recipient who receives a copy.
 - b. DocuSign will route the letter to the Provost and candidate for signature, and concurrently notify the Business Manager of the progress.
 - c. When both parties have signed the letter, DocuSign will notify HR Recruit team, the Provost, and the Business Manager that the letter is complete.
27. HR Recruit team uploads the signed letter into eRecruit Activities and Attachments.
28. HR Recruit team changes the candidate's status to "Offer Accepted."
29. HR Recruit team initiates a CBC and degree verification.
30. HR Recruit team emails Shared Services and the Business Manager a notification that a CBC has been initiated and requests Shared Services to disposition non-finalist candidates.

31. Shared Services updates the hiring status of non-finalist candidates.
32. Search committee communicates with other finalists.
33. Regular HR hiring process continues, resulting in final hiring of the candidate.
 - a. ePAF will be created based on the details in the job posting requisition and offer letter.