

Types of Searches								
Type	Eligibility	Training Required	Stakeholders	Advertisement Requirement	Timeline	Process	Benefits	Challenges
*New Search Process	All AP Positions	HR Professional training (EOC, search chair, diversity in the search process, search support training)	Hiring Authority, HR Professional, Interviewer(s)	1 week (7 days) or more	10-14 days (longer if position description must be <i>substantially</i> modified)	Link to Process Flowchart	Ability to review and interview candidates prior to first consideration date; Easier scheduling with fewer reviewers; more available support from HR Professional in recruitment, interviewing, and process; more strategic use of resources; Hiring authority directly involved and engaged in hiring.	
Search Committee Process	All Faculty and AP Positions	Search Chair training for search chair; EO Coordinator training for EO Coordinator; Optional Search Support training; Optional Search Committee training	Hiring Authority, Search Chair, Search Committee of 2+ people, Search Support, EOC	AP: 3 weekends or more Faculty: 4 weekends or more	2+ months (longer if position description must be modified)	Link to Process Flowchart	Includes many stakeholders and shared governance via search committee model	Length of time-to-hire, scheduling amongst committee members, lose applicants prior to hiring decision, amount of resources (time and cost)required of committee
Accelerated Search Process	AP, non-director level positions that pay \$80,000 annually or less	EO Coordinator training for EO Coordinator; Optional Search Support training; Optional Search Committee training	Hiring Authority, 1 Committee Member (at least), EOC	2 weekends or more	14-30 days (longer if position description must be modified)	Post position; Screen for minimum qualifications; Hiring Authority and one other person determine semifinalist interviews; finalist interviews (can skip to finalist interviews); Hiring Authority offers position	Shorter recruitment requirement; Easier scheduling with two reviewers; Allows earlier review ; Hiring Authority directly involved and engaged in hiring; less resources required with modified model	May not be able to take advantage of the shorter posting period depending on available talent pool; not available to all positions
Internal Search Process	All Faculty and AP Positions	Search Chair training for search chair; EO Coordinator training for EO Coordinator; Optional Search Support training; Optional Search Committee training	Hiring Authority, Search Chair, Search Committee of 2+ people, Search Support, EOC	2 weekends or more	14-30 days (longer if position description must be modified)	Link to Process Flowchart	Meets needs for CSU-specific needs, like experience with CSU IS	Limited pool of candidates