APPLYING THE ANALYTIC HIERARCHY PROCESS IN FACULTY SEARCH

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FACULTY SEARCH

- Selecting the most suitable Faculty for a tenure-track position is an important consideration for higher education institutions.

- Each member of faculty contributes to institution and program success and faculty selection is central to meeting current and future department objectives.

- As a result, search committees by necessity must put much energy and time into identifying and recruiting the most suitable candidates out of a large pool and choosing the best one.

FACULTY SEARCH

- The nature of the faculty search and selection requires the consideration of multiple criteria.
- This suggests it is highly suitable for the application of Analytic Hierarchy Process (AHP).

ANALYTIC HIERARCHY PROCESS

- The Analytic Hierarchy Process (AHP) is a multi-criteria technique that assesses the relative importance of attributes used in selection processes.

- It facilitates decision making by organizing participant perceptions, feelings, and judgments into a framework that prioritizes criteria that influence decisions.

- It also supports the comparison of selection alternatives.

THE AHP MODEL

- In this paper, we described our application of the AHP to fill a tenure-track position.

- Three finalists for an assistant professor position passed the initial screening and phone interviews and were invited for campus visits.

- Following the visits, we built our AHP model that included seven primary criteria as well as associated sub-criteria.

- After constructing the hierarchy, each search committee member completed pairwise comparisons to prioritize the criteria. We then aggregated the individual judgements to construct the group choice.

- Criteria identified as important to the decision included "Degree, teaching, student engagement, research, service, experience, and diversity."

The AHP Model:

PRIORITIES

Primary Criteria	Priorities
Degree	0.178822
Teaching	0.283079
Student engagement	0.166638
Research	0.12621
Service	0.071182
Experience	0.133638
Diversity	0.04043

Degree	Priorities
School	0.271363
Status	0.351282
Major	0.377355

Status	Priorities
ABD LT 5 MO	0.100432
ABD LT 1 YR	0.313549
PhD LT	0.401426
PhD	0.184593

Teaching	Priorities
Evaluations	0.249142
Methods	0.247307
Topics	0.282726
Level	0.220826

GLOBAL PRIORITIES

Criteria	Priorities	Criteria	Priorities
School	0.048526	Case Competitions	0.018151
ABD LT 5MO	0.006309	Projects	0.093391
ABD LT 1YR	0.019696	Recruiting	0.026153
PhD LT 2YR	0.025216	Publications	0.056082
PhD	0.011596	Proceedings	0.008625
SCM/LOG/OPS	0.045139	Forthcomings	0.039817
MGTSCI/ENG	0.014573	In Review	0.015913
Other	0.007767	Working Paper	0.005772
SEOI Scores	0.030712	Student	0.01284
Student Comments	0.028232	Department	0.017458
Awards	0.011582	College	0.017247
In-class	0.035013	University	0.017207
Online	0.009358	Professional	0.00643
Hybrid	0.008469	Industry	0.043104
Project –based	0.017168	Consulting	0.034389
Intro	0.011439	Research-based	0.02436
Purchasing	0.009518	Teaching-based	0.031786
Operations	0.00941	Recognition	0.023875
Logistics	0.007129	Support	0.016554
Global	0.005956	**C.R.**	**0.071468**
Strategy	0.009121		
Lean	0.008955		
ERP	0.006501		
Analytics	0.006003		
Modeling	0.006003		
Undergrad	0.029001		
Grad	0.017362		
Exec	0.016148		
Clubs	0.028944		

CONCLUSION

- In this paper, we proposed a comprehensive model to fill a tenure-track position in Supply Chain Management at a regional public university located in the Pacific Northwest.

- The proposed model enabled us to prioritize the criteria.

- Not surprisingly, though main selection criteria are common across higher education institutions, our institution mainly serves an undergraduate population and the perceptions and judgments of search committee members reflected the higher relative importance of criteria associated with teaching (% 28.3).

THANK YOU!