Data for Academic Divisions (Rindge) Regarding Faculty Search Success Rates and Number of Faculty per Program

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| Division | Faculty Search Data | Number of Faculty per Major |
| Behavioral Sciences | Four searches from 2012 to 2017; Three out of four were successful. | Anthropology : 3 fulltime faculty. Note: one member serves as Honors Coordinator with 3 course release each year, no replacement for releases.  Criminal Justice/ Sociology: 6 fulltime faculty. Note: one member serves as Division chair, 2 part-time faculty for enrollment needs and as replacement for course releases for Division Chair.  Psychology: 5 fulltime faculty, 1 adjunct faculty (R. Koch). |
| Business | We have had five faculty searches over the past five years, of which, one was not successful. We intend on re-advertising for the position. The other four were very successful, these faculty are still teaching in their discipline. | The College of Business on the Rindge campus has 8 full-time and approximately 12-14 part-time faculty. The 5 majors each have at least one fulltime faculty expert. One full time faculty handles core business courses along with part time faculty. |
| Education | The only failed search we have had was in the spring of 2014, when we were hoping to hire a Division Chair for the newly combined undergrad/grad program. In that instance both our first choice and second choice turned us down. | In our division we have 2 full-time undergrad faculty who each teach 4 major courses a semester, 1 grad faculty who teaches 2 MED courses per term for 4 terms (considered full-time load at CGPS), and as chair I teach two major courses a semester. |
| Humanities | Six searches from 2012 to 2017; all six were successful. | Political Science – two full time; History – three full time; English – four full time, one part time; |
| Natural Sciences | Since 2012, we have conducted 12 searches for visiting and full-time faculty members, primarily to support the burgeoning Health Science major, as well as for the new Public Health major. This includes Physics, Chemistry (twice), Anatomy and Physiology, Public Health (three times), Exercise Physiology (twice), Nutrition (twice) and Kinesiology (twice). Four general trends are apparent from these searches. First, in these areas we do not get a large applicant pool, or if we do get a good number of applicants, most applicants are not well-suited in intentions or preparation for a small liberal arts college. Second, despite the small applicant pool, we are able to identify and interview a small set of well-qualified and appropriate applicants in most cases. However, this brings us to the third point: Many of these candidates withdraw their application or turn down the offer we present to them. Our impression is that this is the result of our inadequate salary offers, which are way below the regional competition. Also, candidates have taken note of our lack of up-to-date facilities and largely non-existent start-up packages, on top of a large teaching load and expectations for research, advising and service. One candidate who took a position left after only one year as a result of these considerations. Fourth, most of our searches start too late and take too long, as a result of the very slow approval of the position from the administration, followed by a slow pace of advertisement, arranging of interviews, etc. Once the interviews are concluded and decisions have been made, there has been a marked improvement in the speed with which the offer is presented and terms are negotiated, however. We have also lost the ability to bring in faculty from other countries since the federal government made changes to the visa approval process, and this has cost us one faculty position and an entire wasted search. | Biology: 3 FT, 3-4 PT; Env. Science/Studies/Geology: 5 FT, 2-3 PT; Health Science: 5 FT, 1 PT; Public Health: 1 FT |
| Visual and Performing Arts | There was one search last year for a FT faculty in SMET, but the pool of candidates was small. The hire did not make it through the academic year. Another search was conducted last summer and a person was hired to start in January of 2018 for SMET. | Music: 2 FT, 10 PT (major and minor); Communications, 4 FT (major and minor) |