**Natural Sciences – Standard 6**

**Faculty teaching in our programs:**

Biology: 3 FT, 3-4 PT

Chemistry: 3 FT, 2 PT

CIT: 2 FT

Env. Science/Studies/Geology: 5 FT, 2-3 PT

Health Science: 5 FT, 1 PT

Math: 1.5 FT, 4 PT

Physics: 1 FT

Public Health: 1 FT

**Faculty Searches in the Natural Sciences – 2012-2017:**

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.