DEPARTMENTAL SEARCH COMMITTEE CHARGE

The College of William and Mary is a public state university which has set as a goal: “to develop a diverse faculty which is nationally and internationally recognized for excellence in both teaching and research”. In line with this goal the intercollegiate athletic program is challenged to develop a diverse coaching and administrative staff. Our staff should serve as role models and should reflect the population we serve. The evaluation of candidates must encompass not only technical expertise, but also an ability to educate and work with students and peers. Integrity and honesty in the work place is a must. The search chair or committee member will discuss our background screening policy with each candidate interviewed and considered for the position. They will inform the candidate that if there is a potential for any negative information to be revealed, they should address the situation ahead of time.

The search chair must discuss salary and all contract addendums (car, cell phone, health insurance, moving expenses) with either the Athletic Director or Associate Athletic Director-Internal Ops prior to any discussion with a prospective candidate. The search chairperson must make ensure that the offer is made to the approved candidate with the understanding that final approval is contingent on successful background screening results.