



## Protocol for Campus Visits

*December 2017*

Campus visits have the dual objective of vetting *and* recruiting candidates. If excellent scientists and scholars develop negative impressions of Albuquerque, they are unlikely to accept a faculty position. We must structure the visit so job candidates perform well and have a great time here.

- Before the visit
  - Tell all candidates what the visit will involve so they can prepare.
  - Ask candidates if they would like to schedule any personal time during the day, and if they have any dietary restrictions, aversions, or preferences
  - Campus visits for all candidates should contain the same elements.
  - Send candidates their schedule ahead of time.
  - Share the schedule with faculty members in the department or unit.
  - Consider arranging a meeting with an ADVANCE representative who can provide the candidate with information about ADVANCE resources, university policies, and answer other questions confidentially. They can check out our informational video [here](#).
  - Tell candidates to drink plenty of water during their visit, as many will not be used to the higher elevation.
- Lodging and airport pickups
  - Where people stay makes a difference. The Hotel Albuquerque is a good choice due to its proximity to Old Town and the emerging Sawmill district. Candidates are able to wander around on their own on foot. Many people also like the Parq Central, which is close to UNM and in proximity to restaurants, though without the historical sites. Airport hotels, the Embassy Suites, and the Home 2 Suites are worse options due to lack of walkability and unattractive surroundings.
  - Try to delegate responsibility to different faculty members, or even grad students, to pick candidates up from the airport when they arrive and return them to the airport at the end of the visit. In past searches, some candidates have developed bad impressions based on conversations and experiences with taxi drivers.
- Schedule meals, including breakfasts and dinners, with faculty members

- More informal dinners give search committees an opportunity to interact with the candidate in a different context.
- Candidates have the chance to learn more about UNM and New Mexico in a more informal context. See the talking points for faculty recruitment document.
- If possible, take candidates on a short tour
  - Scenic and attractive areas include Tingley Drive near Kit Carson Park and the bosque of the Rio Grande; Old Town, the museums, and Tiguex Park; Rio Grande Boulevard, especially north of Griegos Road and into Corrales; the Nob Hill neighborhood; and the downtown neighborhood around Mary Fox Park.
- How to handle questions about crime in the city
  - Acknowledge, and do not minimize, valid concerns about the rising crime rate.
  - Inform candidates that young and talented leaders have now assumed power in the city, and are aggressively tackling the problem.
  - Many groups at UNM are partnering with the city and state government, as well as NGOs, to promote social and economic development and improve public security.
  - There are specific reasons for the rise in crime, including a 2015 Supreme Court order imposing filing deadlines on prosecutors, which has led to the pre-emptive release of many criminals with numerous felony arrests, and that state officials are reforming this.
  - Put the crime rate in a broader context. According to the FBI, the murder rate in Albuquerque in 2016 was 10.9 per 100,000. Compare this to the 2015 murder rate in St. Louis at 59.3, Baltimore at 55.4, Detroit at 43.8, Washington DC at 24.1, Cincinnati at 22.1, Atlanta at 20.2, Philadelphia at 17.9, Chicago at 17.5, Indianapolis at 17.2, and Miami at 17.1.
  - There are smaller cities and towns adjacent to Albuquerque, including Los Ranchos, Corrales, and Sandia Heights, where the crime rate is significantly lower.
- How to handle questions about the quality of schools
  - School quality varies: there are many good public schools and also many schools that perform poorly on standardized metrics.
  - New Mexico has many excellent charter schools and independent schools.

For more information, see the toolkit on best practices in faculty search, and other tips on faculty recruitment, available at: [ADVANCE at UNM](#).