THE UNIVERSITY OF NORTH CAROLINA AT WILMINGTON
AND HIGHEREDDECISIONS
RELEASE

Consensus®

APPLICANT TRACKING & SEARCH SUPPORT SOFTWARE

TO IMPROVE SEARCH DECISIONS ON YOUR CAMPUS
WITH THE ONLY VIRTUAL SCREENING PROCESS ON THE MARKET
THAT RANKS CANDIDATES FROM STRONGEST TO WEAKEST.

Consensus®

SEARCH SUPPORT SYSTEM

Created by Higher Ed for Higher Ed

Discover the power of Consensus to improve search decisions on your campus with the only virtual screening process on the market that ranks candidates from strongest to weakest.

Consensus is an ***applicant tracking and search support system*** designed to facilitate academic search processes. Consensus was developed by the University of North Carolina at Wilmington in 2002 and has been used in over 3,000 academic searches for executive officers, faculty, and professional & classified staff.

Recognizing its ability to significantly improve higher education search processes, Consensus won the SunGard (SCT) Award for Innovation in HR Technology in 2004 and the CUPA-HR Award for Excellence in HR Practices in 2006.

Unique System Attributes

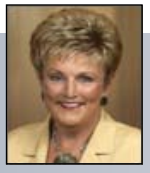
Consensus provides candidates and search committee members 24x7 access from any web browser world-wide in a secure, on-line environment, providing all the efficiencies of a fully automated applicant tracking system. More importantly, the unique decision-making tools in ***Consensus search support system actually help you make better decisions.*** A summary of system features and search committee benefits is included on the back cover of this brochure.

"Consensus is the most pristine search support system I've ever seen. It has everything you need and nothing you don't."

Betty Asher, Ph.D., Partner
Greenwood/Asher & Associates
Executive Search Consultants

Virtual Screening Process

Consensus is the only search support system in the higher education market that features a patent-pending, virtual screening process. Consensus enables search committee members to collectively rank candidates from strongest to weakest and share narrative perceptions of candidates before meeting to discuss candidates in person. This saves search committee members valuable time and helps promote more collaborative decisions. One of the hallmarks of the U.S. higher education community is the principle of shared governance, reflected in the extensive use of search committees. Yet, as any member of the academy knows, shared governance can be a bit messy and is very time-consuming.



"When the University of Nevada, Las Vegas purchased Consensus in 2003, we evaluated most of the applicant tracking systems on the market. While every system provided on-line access to cover letters and cv's, only Consensus enabled search committees to collectively rank candidates from strongest to weakest. Once we saw the virtual screening process there was not much else to compare."

Carol C. Harter, Ph.D., President Emerita
University of Nevada, Las Vegas

Consensus harnesses the power of shared governance, while providing the tools to help make the decision making process more effective, as well as more efficient.

Organize & Synthesize Candidate Evaluations

Consider, if you will, a 10-member search committee evaluating 100 candidates. In traditional search processes, search committees must first discover, then assess, literally 1,000 different ratings and 1,000 different perceptions of candidates – typically candidate by candidate, committee member by committee member. Prior to Consensus, no tools have ever been available to help organize and synthesize the sheer volume of different ratings and perceptions that a typical search process entails or to track a search committee's progress through multiple levels of the search.

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Know What They Think Before You Ask

By contrast, imagine, if you will, that every search committee member knows what every other search committee member thinks about every candidate before any discussion even begins! Imagine, as well, that the committee's 1,000 different ratings and narrative perceptions of candidates are already recorded and synthesized to identify those candidates that enjoy a broad level of support among the committee, as well as to gauge the strength of that support as being strong, moderate, or weak.

This is precisely the information that Consensus makes available to search committees at the outset of each search committee meeting, at each level of the search process – from preliminary evaluation to identifying on-campus interview candidates.

"When the Faculty Senate needed to evaluate presidential finalists, Consensus provided the means for 65 members to have immediate on-line access to cv's and to rank candidates collectively, helping give voice to faculty perceptions. Consensus not only improved the efficiency of the Senate, it enhanced the effectiveness of our communications as well."

Nasser Daneshvary, Ph.D., Chair, Faculty Senate

University of Nevada, Las Vegas

Avoid the Pitfalls of Small Group Dynamics

Complicating a search committee's work, a number of small group dynamics often impede the committee's work in unspoken, but tangible ways. Power differentials among the position, rank, or tenure status of committee members, various pre-dispositions among committee members toward either leading or following in discussion, and the relative assertiveness or passivity of search committee members in advocating personal opinions present obstacles to consensus-based decision making. Consensus enables search committee chairs to recognize some of these pitfalls and identify appropriate strategies to mitigate the adverse effects of small group dynamics and promote consensus-based decisions.

"What I like most about Consensus is that it promotes better communications among faculty engaged in search processes. As we practice consensus-based decision making in our search processes, this improves faculty collegiality throughout the School."

Virginia Adams, Ph.D., Dean, School of Nursing

University of North Carolina at Wilmington

Harness the Power of Consensus

As the trademark for Consensus search support software clearly illustrates, the system is designed to facilitate and encourage "consensus building" as the primary decision making strategy among search committees.

Consensus means making a collective decision through collaborative discussion that each committee member is willing to support, even if the decision is not the first choice of every committee member.

By contrast, majority voting to determine whether candidates are retained or released may result in sub-optimal outcomes, including the retention of candidates who enjoy broad (but not particularly strong) support or the premature exclusion of candidates who may enjoy strong (but not particularly broad) support. The first outcome wastes committee time in subsequent levels of the search, while the second risks overlooking "diamonds in the rough" or non-traditional candidates.

Consensus building draws its strength from exploring differences in perspectives among committee members. Voting, by contrast, obscures differences without exploring the reasons for those differences, which may, in turn, lead to a majority decision that does not enjoy the support of the entire committee.

"As a Trustee-member of our Chancellor Search Committee, I found that Consensus helped our search process run more efficiently by organizing and summarizing the perceptions of 21 search committee members. As a result, Consensus helped us identify the strongest candidates quickly, promoted more thoughtful discussion, and helped us make more collaborative decisions."

Charles Evans, Esq., Chair, Board of Trustees

University of North Carolina at Wilmington

Harness the power of Consensus to add value to your search process.

Contact Sam Connally at 954-881-1556 or SamConnally@HigherEdDecisions.com for an on-line demo or free hosted search.

DISCOVER THE POWER OF CONSENSUS®
TO HELP YOU IMPROVE SEARCH DECISIONS ON YOUR CAMPUS!

SYSTEM FEATURES	SEARCH COMMITTEE BENEFITS
▪ The Only Virtual Screening Process on the market.	▪ Only system that helps improve search decisions.
▪ Committee members rank candidates privately.	▪ System rank orders pool from strongest to weakest.
▪ Permits sharing committee member comments.	▪ Promotes greater transparency & involvement.
▪ Candidates apply on-line from any web browser.	▪ Eliminates campus data entry & record keeping.
▪ Committee members have 24x7 on-line access.	▪ Immediate review expedites search process.
▪ On-line review of cover letters, cv's, references.	▪ Assures pre-meeting committee preparation.
▪ One-page applicant profile with rating & comments.	▪ Provides quick reference to facilitate discussion.
▪ Provides EEO profiles at each level of search.	▪ Ensures compliance & supports diversity efforts.
▪ Designed by Higher Ed for Higher Ed.	▪ Consensus works the way search committees think.
▪ Fully-hosted, web-based system.	▪ No campus IT load; saves time and money.
▪ SunGard Award for Innovation in HR Technology.	▪ Improves both efficiency and effectiveness.
▪ CUPA-HR Award for Excellence in HR Practices.	▪ Promotes more thoughtful, collegial decisions.

SPECIAL OFFER FOR CONFERENCE PARTICIPANTS!
SCHEDULE AN ON-LINE DEMO
AND RECEIVE A FREE, FULLY-HOSTED SEARCH.

HELPING HIGHER EDUCV

Sam Connally is Founder & CEO of HigherEdDecisions, a joint venture with the University of North Carolina at Wilmington to make Consensus search support software available to the higher education community.

Sam has been employed in university HR administration since 1980, including appointments at North Carolina State University, the University of North Carolina at Wilmington, and the University of Nevada, Las Vegas - including 15 years in chief HR & EEO officer roles at UNCW and UNLV.

A former military chaplain with the 82nd Airborne Division, Sam holds a Bachelor of Arts in Philosophy, a Master of Divinity from Boston University, and a Master of Business Administration from Duke University.

Sam has presented over 50 peer-selected presentations at state, regional, and national conferences and has been recognized by the College and University Professional Association for Human Resources with three regional and two national awards, including the SunGard (SCT) Award for Innovation in HR Technology in 2004 and the National Award for Excellence in HR Practices in 2006.

A co-inventor of Consensus, Sam drew on first-hand experience with numerous higher education searches to design Consensus to work the way search committees think.

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HigherEdDecisions, LLC
3000 E. Sunrise Blvd., # 8B
Fort Lauderdale, FL 33304

SamConnally@HigherEdDecisions.com
www.HigherEdDecisions.com
Ph: 954-881-1556 ▪ Fx: 954-306-2350