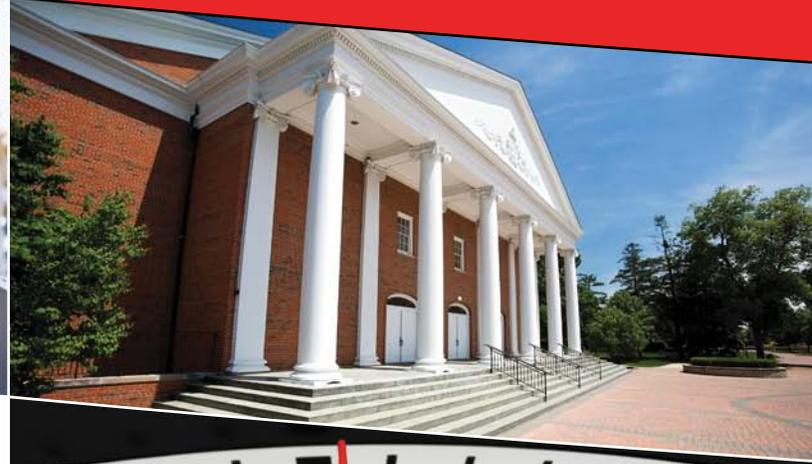


HIGHEREDDECISIONS

Helping Higher Education Make Better Search Decisions Since 2002



Discover the Power of

Consensus[®]

SEARCH SUPPORT SYSTEM

All Applicant Tracking Systems Help You Make Decisions Faster.
Consensus[®] Search Support System Helps You Make Decisions Better!

Consensus®

SEARCH SUPPORT SYSTEM



Virtual Screening Process

Created by Higher Ed for Higher Ed

Discover the power of Consensus® to add value to your search processes. Consensus® is a **search support system** designed to facilitate the unique processes of academic search committees, reflecting the shared governance model that characterizes U.S. Higher Education.

Consensus® was developed by the University of North Carolina at Wilmington in 2002 and has been used by the University of Nevada, Las Vegas since 2003. Consensus® has been employed by academic search committees in over 1,500 searches including presidents and vice presidents, provosts and deans, academic faculty, and professional staff. Recognizing its significant contribution to the field of higher education HR technology, Consensus® won the SunGard (SCT) Higher Education Technology Award for Innovation in 2004 from CUPA-HR.

Unique System Attributes

Like all applicant tracking systems, 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 on-line application & screening system. Most applicant tracking systems, however, are satisfied with improving the efficiency of the search process, but do little to improve the quality of the outcome. As you will discover, Consensus® is not just another applicant tracking system. The power of Consensus® begins where applicant tracking ends. **Consensus® search support system actually helps you make better decisions.**

Consensus® is the only search support system in the higher education market place that features a patent-pending, virtual screening process. Consensus® enables search committee members to collectively rank candidates from strongest to weakest before meeting to discuss candidates in person, saving search committee members valuable time, as well as promoting more collaborative decisions. One of the hallmarks of the U.S. higher education community is the principal of shared governance, reflected in the extensive use of search committees. Yet, as any member of the academy who has participated in a shared decision making process 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 perceptions of candidates – typically candidate by candidate, committee member by committee member. Prior to Consensus®, through its virtual screening process, no tools have ever been available to help organize and synthesize the sheer volume of varying perceptions that a typical search process entails or to track a search committee's progress through multiple levels of the search.



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

*--Betty Asher, Partner, Greenwood &
Associates Executive Search
Consultants*

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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 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 either 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 of all candidates 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, Vice Chair, University of Nevada Las Vegas Faculty Senate

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, Dean, School of Nursing, UNC 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 or personal preference 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 nonetheless 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, Chair, UNC Wilmington Board of Trustees

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 demonstration.

Current System Users

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University of North Carolina, Wilmington
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Prospective Licensees

College of Southern Nevada

Nevada State College

Desert Research Institute

Truckee Meadows Community College

EFL Associates, Executive Search

University of Nevada, Reno

Great Basin College

Western Nevada Community College

Sam Connally is a co-inventor of Consensus® and has been employed in higher ed HR administration since 1980 with appointments at North Carolina State University, the University of North Carolina at Wilmington as chief HR officer, and the University of Nevada Las Vegas as chief HR officer. A former military chaplain with the 82nd Airborne Division, Sam holds a BA in Philosophy, a Master of Divinity from Boston University, and a Master of Business Administration from Duke University. Sam has been recognized by the College

and University Professional Association for Human Resources with two regional and two national awards in the past five years, including the National Sungard (SCT) Award for Innovation in HR Technology in 2004 and the National Award for HR Best Practices in HigherEd HR Administration in 2006.



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