

Dear Colleagues:

This notice is part of the 2015-16 WSUFA Action Committee's "Did You Know?" series. The topic of this "Did you know?" is on recommendations in searches.

Faculty on search committees have the right to submit a recommendation in any format they wish. For example, if a search committee wishes to include a ranking of the candidates, it may. Or an individual may submit a separate recommendation from the committee. Recommendations which provide rationales are generally more convincing, but recommendations are just recommendations: there is no guarantee that the decision-maker will agree with them or follow them.

If you run into any problems during a search or have any questions, please contact Darrell Downs, FA President at [ddowns@winona.edu](mailto:d downs@winona.edu) or Jennifer Chernega, FA Vice President at jchernega@winona.edu or Matt Hyle, Grievance Officer at mhyle@winona.edu for assistance.