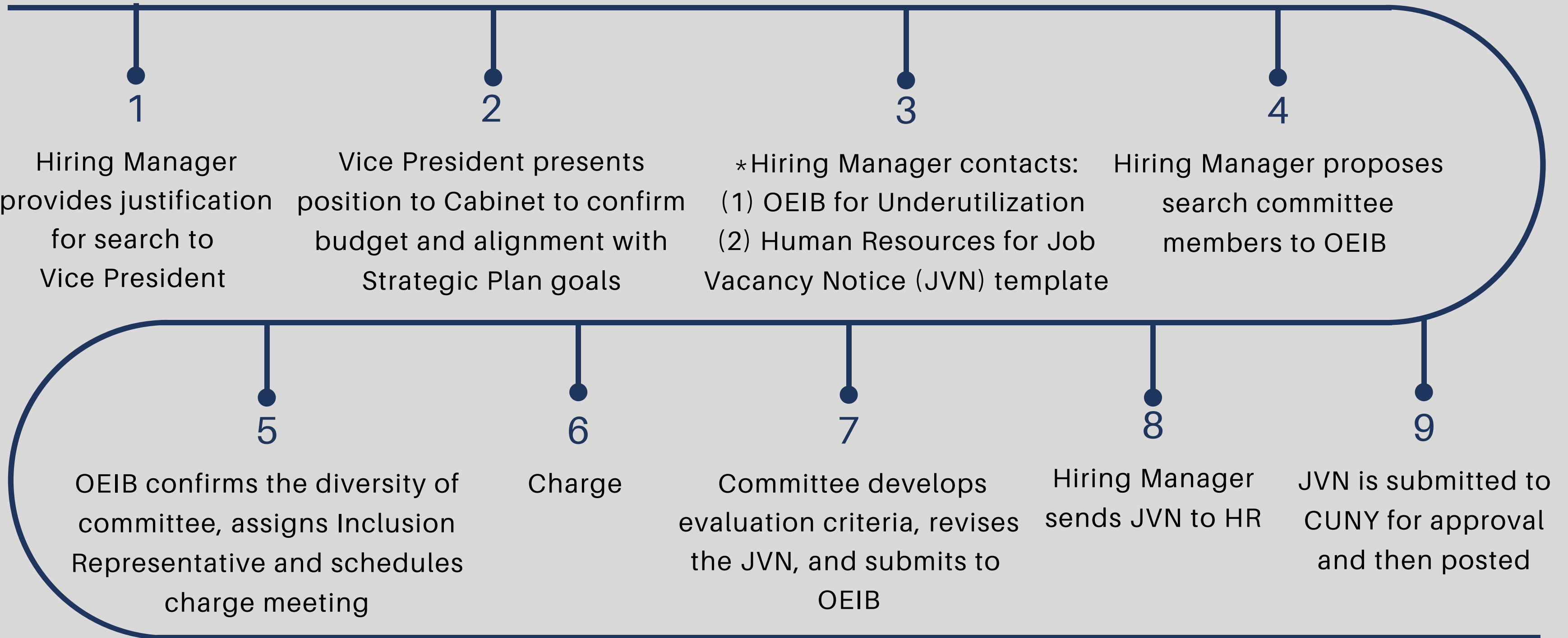


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Phase 1: Search Initiation

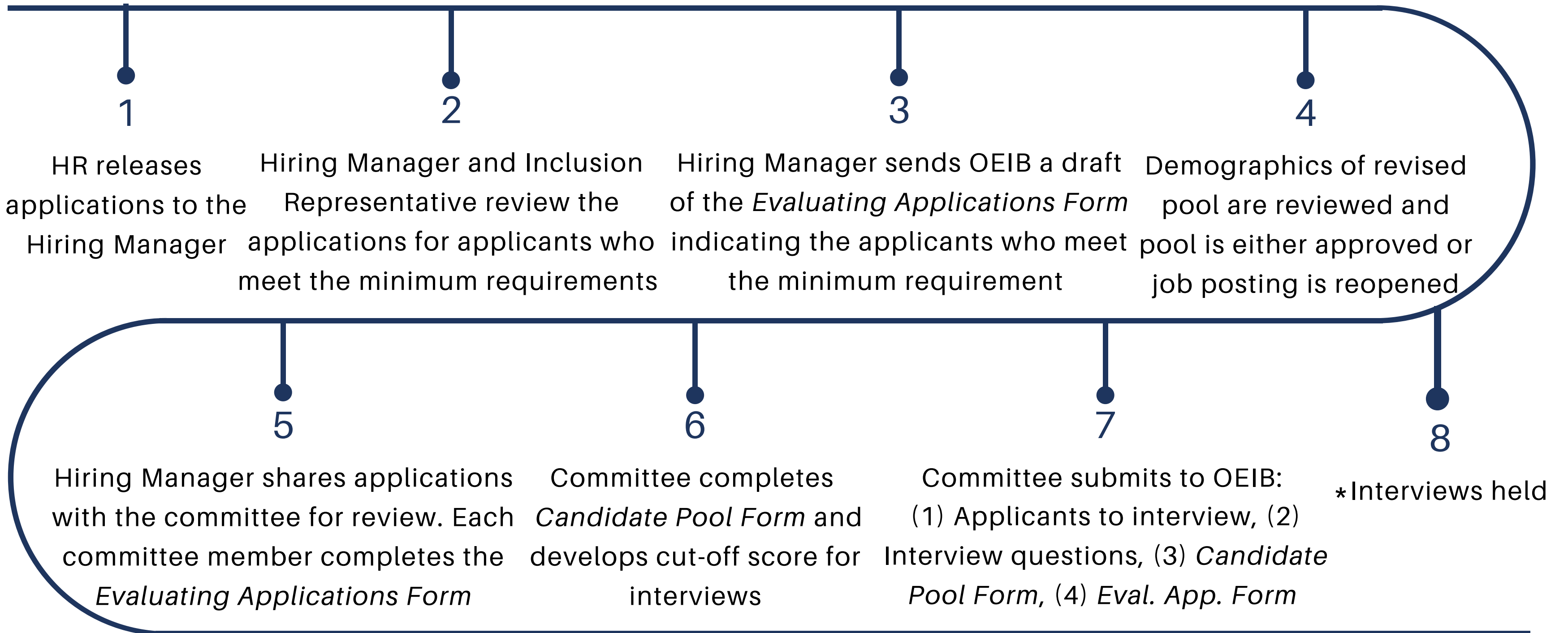


*Hiring Managers often serve as Search Chair. When they are not the same person, Step 3 onward refers to the Search Chair.

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Phase 2: After the JVN Closes to Interviews



*Faculty searches complete a second round of interviews with a representative from Academic Affairs.

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Phase 3: After Interviews to Job Offer

