

## Tips for Recruiters @ ACPA Placement

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- ◆ If you can at all afford it, bring a student or two to help you conduct screening interviews. This gives the students a wonderful opportunity AND is really impressive to a candidate. It shows that you value your students' input and gives the candidate a chance to ask a student, from her/his perspective, what it's really like being a student at your institution.
- ◆ If your position is a live-in position, make sure that you have photos of the accommodations.
- ◆ Think of 5 or so talking points that are true of your department and your institution and make sure that everyone doing your recruiting is clear on the message. Personal opinions can be shared but make sure your staff indicate that it's their personal opinion.