Dean Search Committee Will Interview Candidates

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discuss the applications. This phase includes "getting input from across the MIT community," such as from last night’s meeting, Jackson said.

The committee plans to narrow the list down to about 10 potential candidates by early October. These people will be interviewed by telephone. In mid-October, a short list of five candidates will be made.

Candidates on the short list will be interviewed in person, and then the committee will make a recommendation to Dean for Undergraduate Education and Student Affairs Arthur C. Smith, who will make the final decision.

Although there is no set deadline for the dean selection process, “the sooner the better,” Smith said.

The committee was formed this summer, but members “wanted to wait until they had the opportunity to have an open meeting with students,” Smith said. They did not want to select a dean during the summer when everyone was away, he said.

At yesterday’s meeting, several central themes were discussed. These included specific qualities to look for in the final candidate, a difference of opinion over the candidates’ previous experiences, and specific items to include in the final interviews and reference checks.

Qualities to look for:

Everyone at yesterday’s meeting agreed that integrity is an essential quality for the final candidate. Furthermore, the person needs to be willing to stand by his decisions.

Anand Mhta G., former Graduate Student Council president, said the person needs to be responsive and flexible. “MIT students are egocentric but know what they want.” This person needs to understand this and work with students, he said.

MIT needs a person who knows how to negotiate—to “make society move better,” said an associate.

In the past, it seems like this dean has either been a rule-enforcer or has taken more of a laissez-faire attitude, said Grant K. Emison G. Instead, the new dean should “facilitate groups and individuals in achieving goals,” he said. “MIT has a real reputation of in-breding and not changing,” he continued. The new dean needs to be “someone to change things.”

Disagreement over experience

Students disagreed on whether the final candidates need to have experience in academia. “Experience is the best teacher,” said one student.

"Experience is very important," said another. "But we also need someone who is not so experienced that he is set in his ways.”

One student pointed out that the interview process is important. "That is going to be key,” she said.

Other students agreed that integrity is an essential quality for the final candidate. Furthermore, the person needs to be willing to stand by his decisions.

Interview items, references

For the interview process, students suggested that the committee set up scenarios for the candidates and ask them how they would act in specific situations.

One student pointed out that the new dean should be familiar with student policies and people being involved in the actual structure of the dean’s position, except for a modification of discipline hearings, Smith said.

Those hearings will be made a function of the Smith’s office and will be handled “more broadly” instead.

(shalmu·bûr·zhâ)

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PLEASE NOTE: Open to all interested students. Your attendance at the Information Meeting is a prerequisite to our interviewing process. Please attend. Otherwise, you will not be interviewed.

INFORMATION MEETING:

In mid-October.

Check with Placement Office for time and place.

INTERVIEWING:

Date: October 19, 1993

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