

## Hiring Checklist for New Full-Time Faculty (Updated 05.29.25)

Name of Applicant \_\_\_\_\_

College \_\_\_\_\_ Department \_\_\_\_\_

**The file must contain all of the items listed in section one before being brought to the dean for review.**

- Within 5 business days** after receipt of the application, inform the Dean's Assistant whether you plan to pursue this candidate or not. If declining, give a reason. Dean's Assistant informs the provost's office.
- The chair must obtain references and contact each one. Call the references. Either keep notes of the phone call or request they send a letter of recommendation. **Reference letters or call notes must be included in the file. ORU employees providing references must submit a reference letter.**
- Is the person being hired as a faculty already a staff member? YES \_\_\_\_\_ NO \_\_\_\_\_  
Salaried or Hourly? \_\_\_\_\_ What department & position? \_\_\_\_\_
- If yes, include a current permission for staff to serve as adjunct form signed by the Supervisor and the Vice President of the area in which they are a staff member.  
**NOTE: Hourly staff members cannot be hired as faculty members unless they terminate their staff position.**
- Create a one-page summary of analysis of the applicant's digital footprint.**
- Does all available social media data indicate alignment with ORU's mission and vision?** \_\_\_\_\_ Yes \_\_\_\_\_ No
- Create a file using a manila file with a white file label. Last name, first name. Font Arial 14 **BOLD**. Name at the left edge and the top of the file label. **DO NOT USE STAPLES. ALL ITEMS SHOULD BE PRINTED SINGLE-SIDED, including the IT form.** When the checklist and file are **complete**, submit the file to the Dean's Assistant.
- Items should be in the order listed below. If an item does not apply, write N/A beside the circle.**
- A marked copy of all pages of the Hiring Checklist for New Full-Time Faculty
- Will this person require moving expenses? **(Full Time Only)** (Yes or No) \_\_\_\_\_  
If moving expenses are required, please include the following applicant information:
  - E-mail address \_\_\_\_\_
  - Physical address from which they are moving. \_\_\_\_\_  
\_\_\_\_\_
- Request for Full Time Faculty Appointment Form
- Faculty Appointment Evaluation Form (For Full Time Only). Must be signed by the Chair and Search committee.
  - The applicant must teach in front of a group of students and faculty. It does not have to be a scheduled class. The following items are required to be completed. (For Full Time Only)
    - The Mock Teaching Interview Rubric (To be completed by attending faculty)
    - The Student Evaluation of Faculty Candidate Form (To be completed by attending students)
  - Once all forms are received by the chair, the chair will complete a summary of the responses that will be included in the file. Please only include the summary forms in the file, not the forms completed by students and faculty.
  - Be sure to include comments which can be copied to a word doc and included in the file with the summary form.
- Application
  - Make sure the education listed on Curriculum Vitae and Application match.
  - Make sure any listed degrees provide transcripts confirming degree conferral or award.
- Curriculum Vitae

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- Unofficial Transcripts: (For every college and university listed under the education section of the applicant's Curriculum Vita and Application.)  
**Please highlight the unofficial transcript in yellow where it states the degree was awarded or conferred and the date.**
- Three letters of reference or Chair contact notes.
- Spiritual Formation (Required if they do not speak in tongues)
- Validation of Faculty Credentials. **Required for all files. MUST BE ORDERED BEFORE THE DEAN INTERVIEWS**  
Email the following information to [aeie@oru.edu](mailto:aeie@oru.edu)
  - Completed Request for Full Time Faculty Appointment Form
  - A copy of the CV
  - Unofficial copies of all transcripts
- New Employee IT Access Form (**Always for all files**) Do not print double sided.
  - Fill out completely. If something is not needed, enter N/A.
- All forms within the file that require signatures must have all signatures before bringing the file to the provost's office.

**NOTE: No keys requests or accesses or CSCR's are to be started in process until the provost's office has informed the dean's office that the candidate is clear to begin teaching.**

**NOTE: The Provost and President interviews are to be in-person (For Full Time Only)**

### SECTION TWO (For Dean's Assistant)

- File Preparation for Provost's Office:**
  - File Front – Request for New Appointment Form
  - File inside left – Hiring Checklist
  - File inside right – All other forms in the order listed on the checklist.

### SECTION THREE (To be completed **after** the applicant is hired and cleared to teach).

- Once the contract is signed and applicant is fully approved, Provost's office will email registrar and dean's assistant informing them that the candidate is clear to teach and be set up in banner. At this time, keys, accesses and CSCR's may be started in process.
- Official Transcripts: Required for all files
  - Once the contract is fully signed, the applicant must provide proof that official transcripts have been ordered. These should be emailed to Sheri Blevins at [sblevins@oru.edu](mailto:sblevins@oru.edu).
  - Official transcripts will only be valid if they are sent directly from the institution to the provost's office.
- Instruct the new faculty member to have their official transcripts sent in one of two ways as follows:
  - Electronic transcripts must be emailed from the institution to Sheri Blevins at [sblevins@oru.edu](mailto:sblevins@oru.edu).
  - Hard copies must be mailed from the institution to:  
  
Oral Roberts University  
Provost's Office, Attn: Sheri Blevins  
7777 S Lewis Ave  
Tulsa, OK 74171