**Faculty Search “Screen Scraping” Project**

**Overview**

The new ARIES online recruitment system for academic positions facilitates the hiring process by allowing:

1 - Candidates to enter information and upload position specific documents;

2 - Recommenders to submit letters of support; and

3 - Administrators and faculty search committee members to view applications and rank candidates.

This document is concerned with the 3rd function of the hiring process, specifically the workflow to view candidate applications.

**Issue with Timely Access to Candidate Recommendation Materials**

The ARIES system allows administrators and search committee members to view candidate-listing pages, with each page displaying up to 50 applicants in a tabular format.

Each row of a candidate-listing page contains information for a single applicant and includes direct links to that candidate’s core documents including CV, Cover Letter, Statement of Research, Publications, etc.

However, the candidate listing pages ***do not give direct access to an applicant’s recommendations***. In order for a reviewer to download the minimum 3 recommendations per applicant, the reviewer must click 13 times across 5 web pages.

In the case of the posting for the “Assistant Professor of Molecular and Cellular Biology”, this has become an issue for the faculty search committee.

**Given that there are 215 applicants, it requires 2,795 clicks to download 545 recommendation documents, and can take over 4 hours. This is to simply download the recommendations--not to read them.**

In the case of the Molecular and Cellular Biology (MCB) faculty search, the lead faculty member fastidiously reads through every document of every applicant.

*The figures below were used to arrive at the statistics in the boldfaced paragraph above.*

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| --- | --- | --- |
| **Click count formula** |  |  |
| - Assumes 3 recommendations per candidate | | |
| # Candidates | 215 |  |
| Clicks to download 3 recommendations for 1 candidate and return to candidate listing page | 13 |  |
| Total clicks | 2,795 | (215 applicants x 13 clicks) |
| Total recommendations | 645 | (215 applicants x 3 recs) |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Time estimates for downloading recommendations** | **Seconds** | **Minutes** | **Approximate hours** | **Based on** |
| Low - automated | 5,590 | 93.2 | 1.5 hours | 26 seconds / applicant |
| Med - fast user | 8,600 | 143.3 | 2 hours, 23 minutes | 40 seconds / applicant |
| Avg - regular user | 15,050 | 250.8 | 4 hours, 11 minutes | 70 seconds / applicant |