

The hunt for faculty

Lisa McDonald
News Editor

Every year, students can expect to see new faces filling the halls and sidewalks throughout campus. But not all of those faces are of classmates. Often, a student will return to find a new professor standing at the head of their class. But just how do these faculty members become a part of the Coe Community? The process is one Vice President for Academic Affairs and Dean of the Faculty Marie Baehr knows well.

“You want to make sure that there’s a search committee that’s looking not just for what the department needs, but for what the institution needs,” Baehr said. Coe’s departments experience more of an overlap than departments of non-liberal arts institutions do based on the rounded curriculum a liberal arts education espouses. As such, Baehr uses three main objectives when determining an applicant’s compatibility: the number of majors in the department, the applicant’s support of Coe’s programs, and the appli-

cant’s support for general education. “I believe it’s more of an art than a science,” Baehr says when weighing applicants next to this criteria.

If the applicants haven’t conducted extensive scholarly research yet, that’s okay. Many of the applicants Coe looks at are just finishing their dissertation for their Ph.D.

Many institutions hire professors with the idea that the hire will be permanent, so established professors who have conducted extensive scholarly research are not normally applying for open faculty positions. As such, the applicants who do commonly apply are doctoral students who are completing or have just completed their dissertation. Once hired they can set up a research agenda and begin their foray into the scholarly research they didn’t get to do as a student.

The time from the moment the advertisement first goes up on Coe’s “Employment Opportunities” webpage to the actual hiring of the

applicant can be approximately six months, but the full procedure of hiring a new faculty member is longer. Any college looking to hire someone only has so much money, so before an advertisement can even be released, the administration must okay the search in advance. The process can take several months depending on how many departments are applying to acquire a new member. However, once hired, the new faculty will arrive on campus a week before classes start in the fall to get situated.

For spring 2016, searches are being conducted in the Art, Communications, English, and Mathematics departments. Baehr noted that the procedure discussed above is for the hiring of associate professors, who will later be promoted to the status of full professors. Searches concerning part-time and adjunct faculty take place separately.

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Caucuses for Coe

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In late July of this year, Democrats and Republicans will hold national party conventions to determine their candidates for the 2016 presidential race.

But the battle for the presidency begins long before the conventions. In order to run for president, a candidate must garner votes from delegates sent to the conventions. These delegates must be chosen well before July, which is where the public comes in.

Each state determines how many delegates will be sent for each candidate by either voting in primaries or by caucusing.

Primaries function much like a classic voting process, allowing voters to

simply turn in ballots for their candidates. These ballots are later counted to determine the distribution of delegates among the candidates.

The Iowa caucuses, especially being first in the nation, carry more hype.

Republicans caucus by writing the name of their desired candidate on a ballot. The ballots are counted immediately and each precinct reports the results of their tally. Delegates are then awarded to each candidate based on the proportion of caucus attendees who voted for that candidate. Democratic delegates are also awarded based on proportion of attendees, but instead of ballots, Democratic voters divide themselves into



Republican caucus winner Senator Ted Cruz speaks with a local veteran on the night of the caucus.
Photo by Rachel Deyoe.

groups based on which candidate they support. Any candidate receiving less than 15% of the vote is considered unviable, and the those voters may switch to another candidate. The process is repeated until no candidate has less than 15% of voters, at which point delegates are awarded.

This year, the Democratic Iowa caucuses resulted in a win for Hillary Clinton, who received 49.9% of the vote and 23 delegates for the national convention, followed closely by Bernie Sanders, with 49.6% of the vote earning him

21 delegates. On the GOP side, Ted Cruz won with 27.6% of all voters’ support and 8 delegates. The Republican runner-up, Donald Trump, gained 24.3% of votes and 7 delegates. When national party conventions roll around in July, a democratic candidate will need a total of 2,383 delegates’ votes (out of 4,764 delegates total) to win the democratic nomination, while the GOP candidate will need 1,237 votes out of 2,472.

Sources:
nj.com
time.com
wikipedia.org



Coe students attending the Democratic caucus.
Photo courtesy of Jade Riley.