Abstract
Search processes represent valuable opportunities to recruit an exceptional advising team, and performance evaluations provide mechanisms to further strengthen and retain that team. The process of recruiting and hiring talented colleagues allows administrators to establish a firm foundation for robust evaluation processes that encourage recognition and growth. This session will provide an overview of the key components of successful searches and performance reviews, while considering the complementary relationship between the two. The discussion will address the need for ongoing evaluation throughout the year, including attainment of goals at mid-year intervals. Discussing the connections with successful recruitment of candidates and the evaluation process will also be addressed.

Learning Outcomes:
Participants will:
- Learn considerations associated with connecting successful recruitment and evaluation processes
- Connect the recruitment process directly to the evaluation process
- Consider strategies for developing an ongoing evaluation process that evolves with departmental needs and objectives
- Explore opportunities for improving existing processes within their advising operations