



Red Flag Indicators

Quantifiable	Qualitative/Subjective
Hiring (quality, yield)	Leadership shortcomings
Retention, transfers	Silos, internal factions
Enrollment trends	Ad hocery
Demographics	Random hiring pattern
Scholarly productivity	Lack of cohesion
Complaints, grievances	Favoritism, in/out groups
Financial elements	Conflict, conflict aversion
Serious deviations	Email wars

