

# FACULTY RECRUITMENT & HIRING

Michael E. Spagna | Provost & VP for Academic Affairs | April 28, 2021

# THE “SCORE CARD” FOR FACULTY HIRING – 2020-21

COLLEGES	FTEF/Tenure Density Metrics	
	Hires (FTEF)	Tenure Density
CA&H	7	41.9%
CBAPP	3	61.2%
CHHSN	6	46.4%
CNBS	9	43.7%
COE	3	50.8%
UNIVERSITY LIBRARY	1	NA

# THE “SCORE CARD” FOR FACULTY HIRING – 2020-21

## 33 Tenure-Track Searches Initiated (Including Library)

- 4 Carried Over to 2021-22 or Postponed due to Candidate Pool or COVID-19 Impact Issues
- Only 1 search failed due to declined offers
  
- **29 Successful Searches (87.9% success rate)**

# THE “SCORE CARD” FOR FACULTY HIRING – 2020-21

## Self-Reported Cohort Race/Ethnicity Demographics (Federal Reporting Categories)

- African American 2
- Asian 3
- Hispanic 8
- White 12
- Two or More 3
- Non-Resident Alien 1

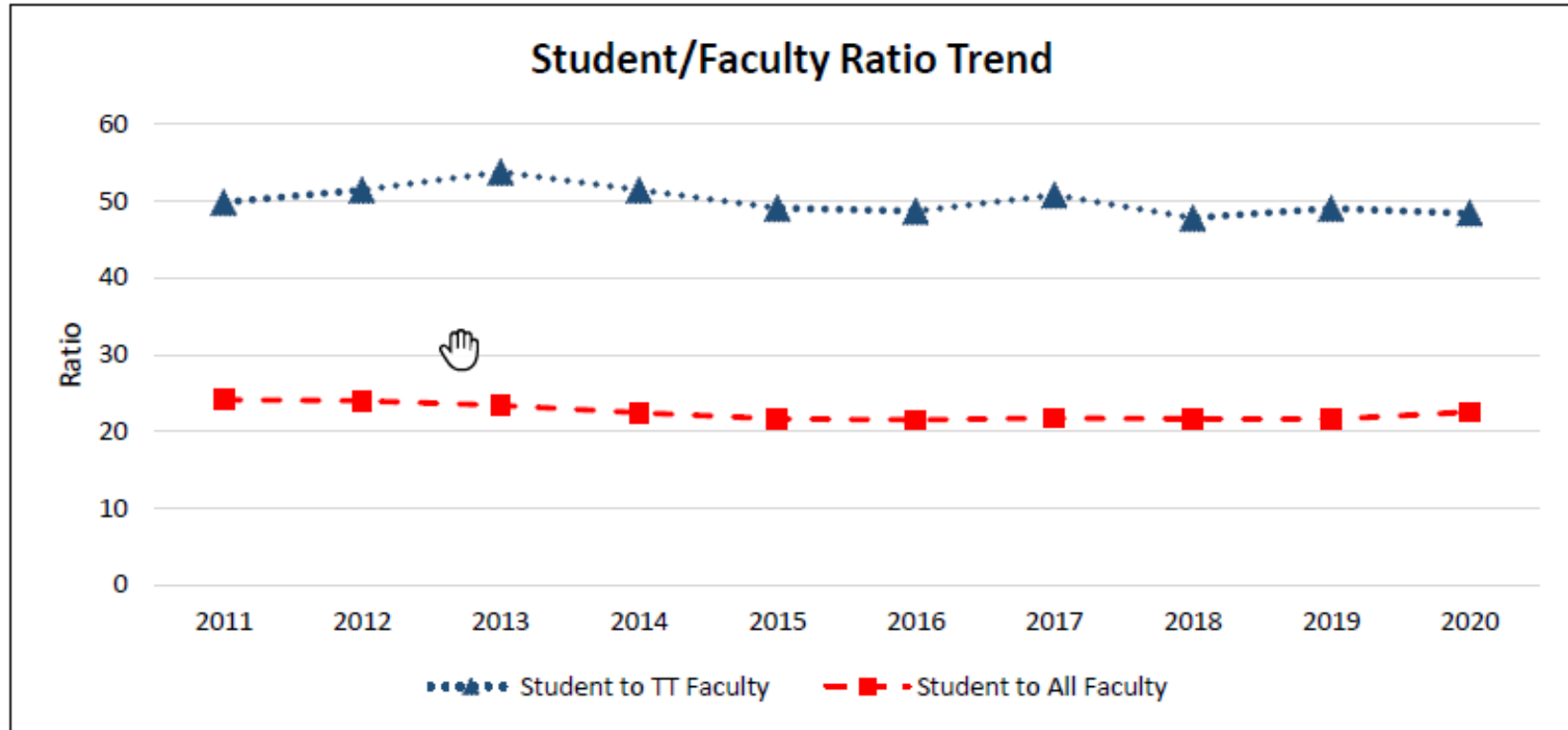
## Self-Reported Cohort Gender Demographics

- Female: 21
- Male: 8

# TENURE DENSITY AT CSUDH

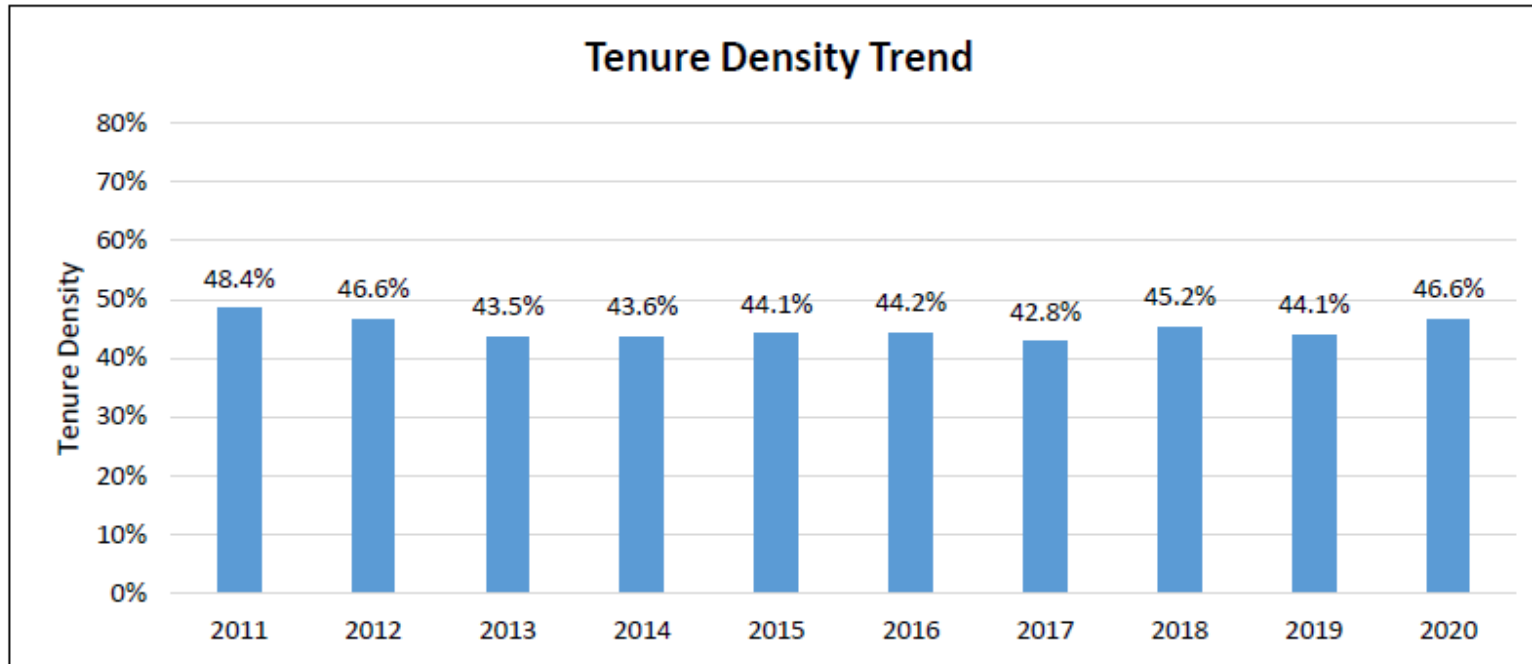
Fall Term	Full-Time Equivalents (FTE)				Ratios		
	Students	Lecturers	Tenure-Track	All Faculty (Lect + TT)	Student to TT Faculty	Student to All Faculty	Tenure Density (TT/All Fac)
2011	10,518.7	224.8	210.9	435.7	49.9	24.1	48.4%
2012	10,189.6	226.6	198.0	424.6	51.5	24.0	46.6%
2013	10,917.2	263.5	202.9	466.4	53.8	23.4	43.5%
2014	10,972.5	275.4	213.3	488.7	51.4	22.5	43.6%
2015	11,325.3	292.1	230.7	522.8	49.1	21.7	44.1%
2016	11,533.1	298.7	236.8	535.5	48.7	21.5	44.2%
2017	12,168.4	320.2	239.4	559.6	50.8	21.7	42.8%
2018	12,711.4	321.7	265.8	587.5	47.8	21.6	45.2%
2019	13,947.8	361.1	284.3	645.4	49.1	21.6	44.1%
2020	14,574.5	345.4	301.1	646.5	48.4	22.5	46.6%

# TENURE DENSITY AT CSUDH



# TENURE DENSITY AT CSUDH

## Faculty Profile: Dominguez Hills



# FACULTY RECRUITMENT & HIRING



## Academic Affairs Manual

- Code Number: AA 2017-03
- Status: Active
- Effective Date: August 31, 2017
- Subject: Guidelines & Rationale for Tenure-Track Lines

## Overview

- This policy intends to facilitate the achievement of Goal #1, Objective A, Strategy #1 in the 2014-2020 University Strategic Plan to:
- *“Conduct a comprehensive faculty flow data analysis of tenured and tenure-track faculty in order to develop a campus multi-year plan of faculty hiring.”*



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### Guidelines and Rationale for Campus Tenure-Track Lines

#### Overview

1.0 This policy intends to facilitate the achievement of Goal #1, Objective A, Strategy #1 in the 2014-2020 University Strategic Plan to:

1.1 "Conduct a comprehensive faculty flow data analysis of tenured and tenure-track faculty in order to develop a campus multi-year plan of faculty hiring."

#### Policy

2.0 Each academic year the Provost, along with the Office of Faculty Affairs & Development (FAD) and the Deans, will discuss the guiding principles and processes for decisions regarding the prioritization and allocation of new and "replacement" tenure-track lines, both at the College and University levels in the Academic Senate.

3.0 After consultation with the Academic Senate the Provost, along with the Office of Faculty Affairs and Development, will issue a "Call for Faculty Hires" to the Deans providing the positions that should be filled within the allotted academic year.

4.0 The Office of Faculty Affairs & Development will post each "Faculty Recruitment Flow Process Chart" before the new academic year.

5.0 FAD will generate, publish, and update the faculty position data annually, showing the distribution of tenure-track faculty by College and by Departments by each September. This information includes:

5.1 Hires

5.2 Retires

5.3 Faculty Early Retirement Program (FERP) participants

5.4 Leaves

6.0 The Provost and Deans utilize the above data to develop a multi-year plan for hiring tenure-track faculty.

7.0 The Deans, in conjunction with the Department Chairs and Program Coordinators, will provide the following information for the multi-year plan:

7.1 Department Background

7.2 Current Curricular Responsibilities

7.3 Faculty Competencies

7.4 Anticipated Needs

7.5 Program Review Data

7.6 Diversity Efforts

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## Policy Item 9.0

- *Each year, before the end of the spring semester, the Provost will provide, in a report to the Academic Senate, a rationale for the allocation of new and "replacement" tenure-track lines for the upcoming academic year.*

# ALLOCATION TO COLLEGES AND DEPARTMENTS

FTES Growth	Accreditation	Dept. Leadership	Attrition	Tenure Density	Major-to-Faculty Ratio	Strategic	Faculty Line Allocated?
✓	✓			✓			✓
✓				✓	✓		✓
			✓				X
✓		✓				✓	✓

# FACULTY RECRUITMENT SCENARIOS BY COLLEGE

COLLEGES	Recruitments (FTEF)
	Total
CA&H	4
CBAPP	2
CHHSN	4
CNBS	6
COE	2
UNIVERSITY LIBRARY	1

*Total Searches = 19*

# TENURE-TRACK FACULTY HIRING PLANNING TIMELINE

