FACULTY HIRING SCORECARD 2018-19

Cheryl Koos | Associate Vice President For Faculty Affairs and Development |
• 30 Tenure-Track Instructional Faculty
• 1 Tenure-Track Librarian
• 1 Open Tenure-Track Librarian
• 2 Full-Time Lecturers (National Searches)
• 5 Failed Searches

= 85% hiring success rate (so far)!!!
GUIDING PRINCIPLES

2019-2020
• Accreditation Requirements
• Future Enrollment Growth Trajectory
• Importance to College Mission
• Tenure Density
• Intentional Planning
• Regional Workforce Needs

2020-2021
• Replacements for retirements, resignations, and multiple failed searches considered but no longer automatic
ALLOCATION PROCESS FOR 2019-20 SEARCHES

- February 2019: Deans begin process for 2019-20 hiring proposals
- Early Spring 2019: Deans discuss hiring plans/proposals with chairs
- FAD supplies tenure density data to Deans
- March 2019: Deans submit hiring plans/proposals to Academic Affairs
- April 16, 2019: Provost’s Recruitment Allocation Memo to Deans
• April 24, 2019: Provost’s Senate Presentation on 2019-20 Recruitments

• Summer/Early Fall 2019: Faculty Affairs and Development, Vice Provost, Deans, and ARMs Meetings to Confirm/Count Lines

• Fall 2019: Recruitment for Allocated Lines Begins

• As of November 1, 2019, approximately 70% of approved searches in process
• Approved for AY 2019-20 Recruitment (as of October 31)

  • New 20
  • Rollover 6
  • Replacements 10

Grand Total: 36
• Departments should begin discussion of hiring plans/proposals

• Deans should begin identifying areas of need that correspond to guiding principles

THANK YOU!