

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**

ALLOCATION PROCESS (CONT.)

- **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**

ALLOCATION PROCESS (CONT.)

- **Approved for AY 2019-20 Recruitment (as of October 31)**

- **New** **20**
- **Rollover** **6**
- **Replacements** **10**

Grand Total: **36**

PREPARING FOR 2020-2021...

- **Departments should begin discussion of hiring plans/proposals**
- **Deans should begin identifying areas of need that correspond to guiding principles**

THANK YOU!