

CRITERIA FOR PROPOSING TENURE- TRACK FACULTY POSITIONS in FIVE YEAR HIRING PLANS

Departments are to use these criteria to fashion rationales for requesting tenure track faculty hires, which will then be discussed in the College of Arts and Humanities Chairs' Council. Tenure track hiring requests will be discussed in the Council, and the Dean will take the advice of the Council in compiling a ranked list of requested hires that will be shared with the Provost.

The criteria on this list are ranked by importance in each of their respective categories. Departments are expected to address these considerations in crafting their hiring rationales. However, no list can be exhaustive, so departments should also include other circumstances warranting consideration.

Departments should demonstrate a commitment to conducting searches that will help to further diversify the faculty and the curriculum of our College. Therefore, departments submitting a request for tenure track hires should also submit an accompanying recruitment plan that explicitly describes the steps that the department will undertake in order to promote the recruitment and retention of a diverse faculty to serve our students.

Qualitative Criteria that should be considered:

1. Ability to strengthen permanent faculty capacity to carry out Department/College/University goals and objectives, strengthen program quality, and strengthen program and Department/College/University reputation. One key measure of this is the extent to which the hire will support the College/Divisional Strategic Plan that is integral to the University Strategic Plan and Mission, including our ongoing and emerging efforts to promote diversity, equity, and inclusion.
2. Program review/accreditation recommendations.
3. Response to new or changing curricular/programmatic need, new markets, and environments.
4. Ability to form regional or campus partnerships within the College and across the University. Ability to bring in or work to support existing external grants to the department is another important argument to include in a tenure track hiring request.

Quantitative Criteria that should be considered:

1. Low tenure density (based on FTEF) as compared to other departments in A&H and across campus. Requests for new tenure track hires should also account for low tenure density with degree programs offered within the academic departments that house them. Departments should also account for faculty members who have assumed roles within and outside of their departments that take them out of the classroom due to reassigned time.
2. Number of department faculty entering and ending FERP, as well as resignations, retirements, and non-retentions in the past three years. A program that loses tenure-track or tenured faculty to retirements, resignations, etc. are encouraged to submit proposals for tenure-track replacements, except in cases in which serious and compelling reasons for removing tenure-track positions from that program exist, such as imminent program discontinuance, precipitous declines in enrollment, or persistent, serious dysfunction that calls into question the program's ability to steer probationary faculty to tenure and promotion.
3. Number of majors and FTES per permanent faculty headcount, along with a calculation of GE FTES. SFR in a given department should also be factored in to deliberations. This data will be provided to departments to assist them in writing their request.

4. Faculty distribution by rank.
5. Number of permanent faculty available to staff specialized degree programs, concentrations and minors and the number of permanent faculty available to provide academic advising to majors.
6. High faculty workload related to types of courses offered (HIPs, graduate courses, supervision courses, etc.)