

College of Arts & Humanities
Dean's Principles for Allocating New Tenure Track Searches

In order of importance:

- Any department that would suffer demonstrable harm by not hiring (accreditation for example) is first in line—the triage principle.
- The new hire cannot bring the T/TT% of FTEF above 80%.
- Departments with a lower T/TT density have priority all things considered.
- To be eligible for hiring, the department must be making progress on the Department Goals agreed to in a meeting with the Dean at the beginning of each academic year. This includes making progress on graduation rates, but this is only one consideration of many.
- If the department has a history of personnel issues or other concerns that cast doubt on the likelihood of retention and tenure of newly hired faculty, that program is not given new hires without some intervention. This includes departments with histories of not supporting under-represented faculty and departments whose hiring requests do not prioritize hiring diverse candidates.
- Strategic priorities for the College are given special weight and attention.

Overall:

- Numbers matter to a certain extent in making a department eligible to hire and determine the extent of the need, but . . .
- Department climate, likelihood of success (tenure), and strategic initiatives are the deciding factors.

Vetted w/ A&H Chairs Council, January 18, 2017