SCHOOL, COLLEGE, AND DIVISION DEANS

Re: Faculty Recruitment Authorizations and Update of Multi-Year Recruitment Plan

Over the past year, your efforts in faculty recruitment brought 100 excellent and diverse new ladder faculty colleagues to UC Davis beginning in the 2016-17 academic year. We added over 40 new hires above retirements and other separations in the Colleges. This increase is critical for moving us toward our goal of significantly increasing our faculty to address recent enrollment growth and other critical priorities.

One of those critical priorities should be to ensure that we are recruiting faculty members from the broadest and most diverse applicant pools possible, and that commitment to diversifying the academy is advertised and weighed as an integral component of faculty excellence. You and your faculty are to be congratulated for progress in this area, but we have to redouble our efforts in this arena over the coming years. In support of this effort, the campus is investing in an expanded CAMPOS Faculty Scholars program and establishing a partner program to support the hiring of Faculty Scholars in all disciplines with expertise in serving African American and African Diaspora populations. For approved faculty hires, these programs provide limited-term salary support of $85,000 annually for 5 years, after which the hiring unit is responsible for full salary costs. Deans and Department Chairs should contact Vice Provost Stanton with any questions about the programs. Information on the nomination process for CAMPOS Faculty Scholars is available here: http://ucd-advance.ucdavis.edu/campos.

In 2015-16, each school, college, and division prepared a vision for the future state of your faculty and a complementary five-year plan for faculty recruitment in the context of enrollment growth planning, strategic and academic plans, facilities, and financial sustainability. This process laid the groundwork for me to provide greater flexibility in annual recruitment activities with the confidence that additional excellent hires made now are part of a long-term plan. The multi-year plan also allowed for streamlining of the annual faculty recruitment process. It is my intent to continue to provide earlier recruitment authorizations for 2017-18 so that faculty committees can begin planning and recruiting prior to the summer break.

Space is an ongoing challenge. It is critical that you identify the space implications for your hiring plans. These needs must be communicated as early as possible in the hiring process so that our teams can deliver timely and cost-effective renovations. Robust and early communication between your office and Capital and Space Planning (CSP) will ensure that any remodeling needed to accommodate new hires can be considered in context of other
capital projects and the deferred maintenance program. The potential cost of any renovations and remodels needed to accommodate proposed faculty hiring must be addressed in the context of your budget.

Finally, new this year I am requesting that you indicate which future hires may be affiliated with a major center or organized research unit (ORU). Partnerships between Deans, Department Chairs, and Center or ORU Directors in planning faculty recruitments are important to grow and maintain our research mission, and can be mutually beneficial for recruitment, resource sharing, and addressing space needs for new hires. Some units and centers already have agreements regarding future planned hires, which should be reflected in this plan. I encourage all units to consider explicit partnerships with centers on specific recruitments in fields where such a partnership makes sense.

Hiring Plan Updates

Each dean is asked to submit an updated five-year plan by March 8, 2017 for the years 2015-16 through 2019-20. This plan will be the basis for my faculty recruitment authorizations and start-up block grant allocations for 2017-18. The following are general parameters for this update:

- It is our assumption that the 2015-16 hiring information is final based on reports provided last year.
- The 2016-17 information should be updated to reflect 2015-16 recruitments and those underway now.
- We will assume that, unless you indicate otherwise, recruitments that did not complete in 2015-16 are continuing in 2016-17.
- If you made multiple hires for a single search in recent years, we will expect to see adjustments in your out-year plans to accommodate these hires within the multi-year framework. In essence, such hires are considered “pre-hiring” of future planned positions and should reduce future hiring.
- I do not expect each year of the plan to have the same level of information on specific recruitments. For this iteration, years 2015-19 should be fairly specific in number and type of position; however, the final year of the plan may be less so.
- It will not be necessary to indicate a specific department or discipline for each recruitment. Instead, within the parameters of the vision, you should determine what detail is appropriate, while maintaining sufficient flexibility for opportunities, such as partner opportunity program hires, multiple offers, or a change in emphasis or need.
- If you received approval to recruit a new faculty position through the 2016 Faculty Hiring Investment Program (HIP) competition, these positions should be added to your plan so that I can assess the totality of hiring. The intent is for these recruitments to be above and beyond those in your regular hiring plan. Further justification for the recruitments are not needed. The status of hiring positions approved through the 2014 HIP competition should also be updated as needed.
- The updated plan may propose an increase or decrease in total planned recruitments over the five year period. If the revised plan indicates a net change (exclusive of approved 2016 HIP positions), please provide information on the reason for this
change and what effect it has on your ability to meet the vision of your unit, provide instruction to both graduate and undergraduate students, and meet other research or scholarly goals. If the change is an increase, you should indicate how the unit will support the financial commitment of increased hiring.

Similar to prior years, I may provide approval for the 2017-18 recruitment process only, or for multiple years within the multi-year framework. If you previously received a multi-year approval, that approval stands and you should be moving forward to recruit without delay. In these instances the updated plan will serve as an opportunity for you to notify me of any anticipated changes in the out years and provide me with an opportunity to extend the number of years approved.

Finally, I request that each Dean submit a very brief narrative update on the status of the vision for the future state of your faculty. Please focus this update on your progress and any significant changes to the vision that have occurred or are contemplated.

Budget and Institutional Analysis (BIA) will provide you with the format and detailed instructions for this update, utilizing the current plan as the starting point. Please submit these updates to me, with a copy to your BIA analyst, by no later than March 8, 2017.

Sincerely,

Kenneth C. Burtis
Interim Provost and Executive Vice Chancellor

c: Assistant Deans
   Interim Leader Ratliff
   Vice Provost Stanton
   Director Mangum
   Director Nachman
   Director McUmber