

CAS Hiring Proposal Instructions—2023-24

As a reminder, hiring is among the most essential things we do at the university, and the vast majority of our college budget is devoted to faculty salaries and benefits. Evaluation over the past five years clarifies that the College of Arts and Sciences has reached a steady state in the overall size of its faculty (tenure track and teaching track faculty). Given existing and sustained budgetary constraints, our goal is to maintain this steady state. Where pressures are greatest, we can expand capacity to meet student demand, and where possible, we adjust resources to meet our emerging strategic areas of focus. Our fiscally constrained environment mandates that we make decisions about allocating searches with as much strategic care as possible.

To that end, and to assist departments as they develop hiring plans, please use the following criteria as guideposts for your requests:

- **CURRICULUM:** How will the proposed hire fulfill critical curricular needs? How is the unit innovating with its curriculum and pedagogy, and how does a hire in this area contribute to those efforts?
- **DEMAND:** Is there demonstrated student demand in the proposed hiring area? How is the unit prioritizing students? ***Enrollment trends should be considered as part of a larger consideration of both fiscal sustainability and the maintenance of a healthy departmental ecosystem.***
- **RESEARCH:** How does the proposed hire fit with or enhance the demonstrated research excellence of the unit? How is your field changing, and how is the unit positioning itself strategically within the field with this hire? How will your department be positively impacted through the desired new appointment(s)? How will this hire enhance your unit's strategic vision?

NOTE: Expanding in a new direction will likely involve reallocation of existing resources.

- **COMMUNITY/PUBLIC ENGAGEMENT:** Is there a demonstrated substantial and sustained high level of opportunity for community/public engagement that such a hire might address/serve?
- **VISION:** How does the proposed hire integrate with the overall hiring plan for the unit and the division? How does the proposed hire fit or enhance college-wide and university-wide strategic priorities, including consideration of grand challenge topics and university initiatives? Are there opportunities for partnership with other departments through joint appointments that would improve cross-departmental linkages and leverage resources? Will it facilitate interdepartmental collaboration, build cross-college connections, encourage interdisciplinary scholarship, or otherwise serve the common good? Note the expectation that the vision should be scaled to realistic expectations about the size of the department's faculty.