

CAS T/TT Recruitment plan

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Dear CAS Chairs, Directors, and Faculty Senators,

I just received approval from Provost Russomanno for the CAS T/TT faculty recruitment plan that I submitted this morning. Our departments requested to launch 19 new searches (in addition to continuation of failed searches). The CAS leadership team carefully reviewed enrollment trends, faculty staffing trends, value of proposed scholarly focus areas in the context of university, department and college mission, teaching and accreditation needs and recommended 13 of these searches to the provost for approval. These searches will utilize 13 of 16 base budgeted positions projected to be open by fall 2024, reserving base funds equivalent to three positions to continue making progress on the CAS salary structure in FY25. The recommended searches and brief justifications are summarized below.

Approved searches

- Computer Science (this is replacement for a departing faculty member and in addition to a failed search that will re-launch): supports astronomically growing MS enrollment via international recruitment efforts and supports STEM degree production (aligned with strategic plan)
- Data Science (this is in addition to a failed search that will re-launch): supports astronomically growing MS enrollment via international recruitment efforts (aligned with strategic plan), begins developing a core of faculty that can justify creation of a Department of Data Science
- Psychology: replacement of departing faculty member in school psychology – essential to meet teaching needs/accreditation requirements of two programs
- Sociology: replacement of departing faculty member – essential to meet teaching needs as faculty size has already been scaled to match enrollment decline
- School of Social Work – replacement of one of two departing faculty members – essential to meet teaching needs and will right-size faculty to match enrollment trends
- CERI – replacement of retiring faculty member in small unit – director search is ongoing and likely to identify new director early enough that he/she can participate in search committee (recruitment incentive for director)
- English – replacement of retiring faculty member (position sacrificed to achieve 3% cut, replacement position to be moved from computer science) – TT faculty has already been right-sized to enrollment trends
- English – replacement of second departing faculty member – TT faculty has already been right-sized to enrollment
- Math – replacement of one of two retiring faculty members – recent hires have supported data science so hire in core math area critical to maintain excellent scholarly reputation
- Philosophy – replacement of retiring faculty member to cover essential teaching subdiscipline
- Physics and Materials Science – replacement of faculty member that departed prior to Fall 2022 to support relatively new doctoral program
- Criminology and Criminal Justice – replacement of departing faculty member and synergistic support for new PhD program in urban affairs
- Political Science – replacement of departing faculty member and synergistic support for new PhD program in urban affairs

Chairs, you will receive the recruitment spreadsheet with details on position number to use for your search and projected salary (there were both underestimates and overestimates of what salaries are competitive against the comparison group of doctoral institutions). Please make sure to use salary and the position number in the spreadsheet in your posting, as some of you proposed position numbers that we used to achieve the 3% base budget cut.

Regards,

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Dean

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