



Strategic Faculty Hiring Initiative

The Provost's Office actively supports initiatives complementary to the normal hiring process. The Strategic Faculty Hiring Initiative aims to advance the university's strategic goals:

- 1) to create a more diversified faculty, and
- 2) to identify employment opportunities for partners and spouses of faculty candidates as well as current members of the faculty.

This support takes the form of cost sharing (50-50 is the norm) in college and department initiatives that position the university to attract and retain highly qualified individuals.

This initiative provides cost sharing support in three instances:

- 1) For tenured or tenure track positions this support is available to provide bridge funding for positions that are anticipated to become available within the near term, typically in two or three years.
- 2) For termed Lecturer or Professor of Practice appointments this support is available for up to a three year term. Part of the proposal for funds to support termed appointments of Lecturers and Professors of Practice should include a discussion of contingency plans to fund the renewal of these appointments with full college and/or departmental funds if there is a recommendation for reappointment.
- 3) For Visiting Faculty positions this support is available for one or two years. Per *The Rules and Procedures of the Faculty (R&P)*, Visiting Faculty members are limited to a maximum term of two one-year appointments. {See Section 2.2.3 of R&P for a description of the criteria for specifying the rank of visiting faculty appointments.}

In any of these instances the Provost's Office may provide up to 50% of the salary for a faculty member for a maximum three years. The hiring department and college are expected to provide the rest of the salary and a plan for transitioning to 100% college/department support after three years for all tenure and tenure track appointments and for Lecturer or Professor or Practice appointments anticipated to extend beyond three years.

Please contact Vincent Munley, Deputy Provost for Faculty Affairs, if you wish to discuss an initiative that may qualify for cost sharing under this program.