**Faculty Search Guidelines**

For the 2016-17 hiring cycle for new tenure-track positions starting in fall 2017, Academic Affairs will use the following rationale to determine hiring priorities. The rationale consists of a combination of items used in previous hiring cycles to maintain continuity with prior practice along with a strong emphasis on the University priorities of student success, enhanced four-year graduation rates, and highlighting diversity and inclusion.

Hiring requests are encouraged to highlight how new hires will contribute to the University in the following areas.

1. Campus Priorities:
   1. Connections to the University priority of enhanced four-year graduation rates for first-time freshmen and two-year graduation rates for transfer students.
      1. This should include data regarding historical trends in graduation rates as well as the impact of a new position on graduation rates within the Department and University.
   2. Connection to the University priority of diversity and inclusion.
2. Program description and direction
   1. Description of the future path of the Department in terms of projected majors and demand for courses.
   2. Effect of a new position a Department’s ability to offer:
      1. Classes currently in the curriculum (GE, major core classes, electives, graduate, etc.);
      2. Classes projected to be in the curriculum (GE, major core classes, electives, graduate, etc.)
3. Quality of educational experience and timeliness to degree:
   1. Data from your annual assessment reports showing the impact of a position as it relates to the ability of a department to meet its learning outcomes
   2. Evidence that the department has been using information from assessment to make changes in the curriculum and/or program delivery
4. Educational capacity
   1. Data regarding the number of majors and FTES in the department
   2. Tenure track density (headcount, FTE, sections)
   3. Effect of a new position on the ability of a Department or College to conduct committee work.
   4. Effect of a new position on the ability of a Department’s advising ability and impact on student success
   5. Effect of a new position on a Department’s ability to offer high-impact learning experiences.
5. Effective use of resources
   1. Data about workloads of current probationary and tenure-track faculty
   2. Possibility of sharing the hire with another department
   3. Possibility of being able to teach cross-disciplines and cross colleges