

Faculty Hiring and Recruitment

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FY 24 Hiring Outcomes

Based on current reported outcomes of last year's searches.

Topic-Based Searches

Search based hires for
tenure-track faculty

66 Faculty Hired

Talent-Based Hiring

Targeted recruitment of
high-caliber faculty at all
career stages

14 Faculty Hired

- 8 Associate Professors
- 6 Full Professors

41 no longer being
pursued

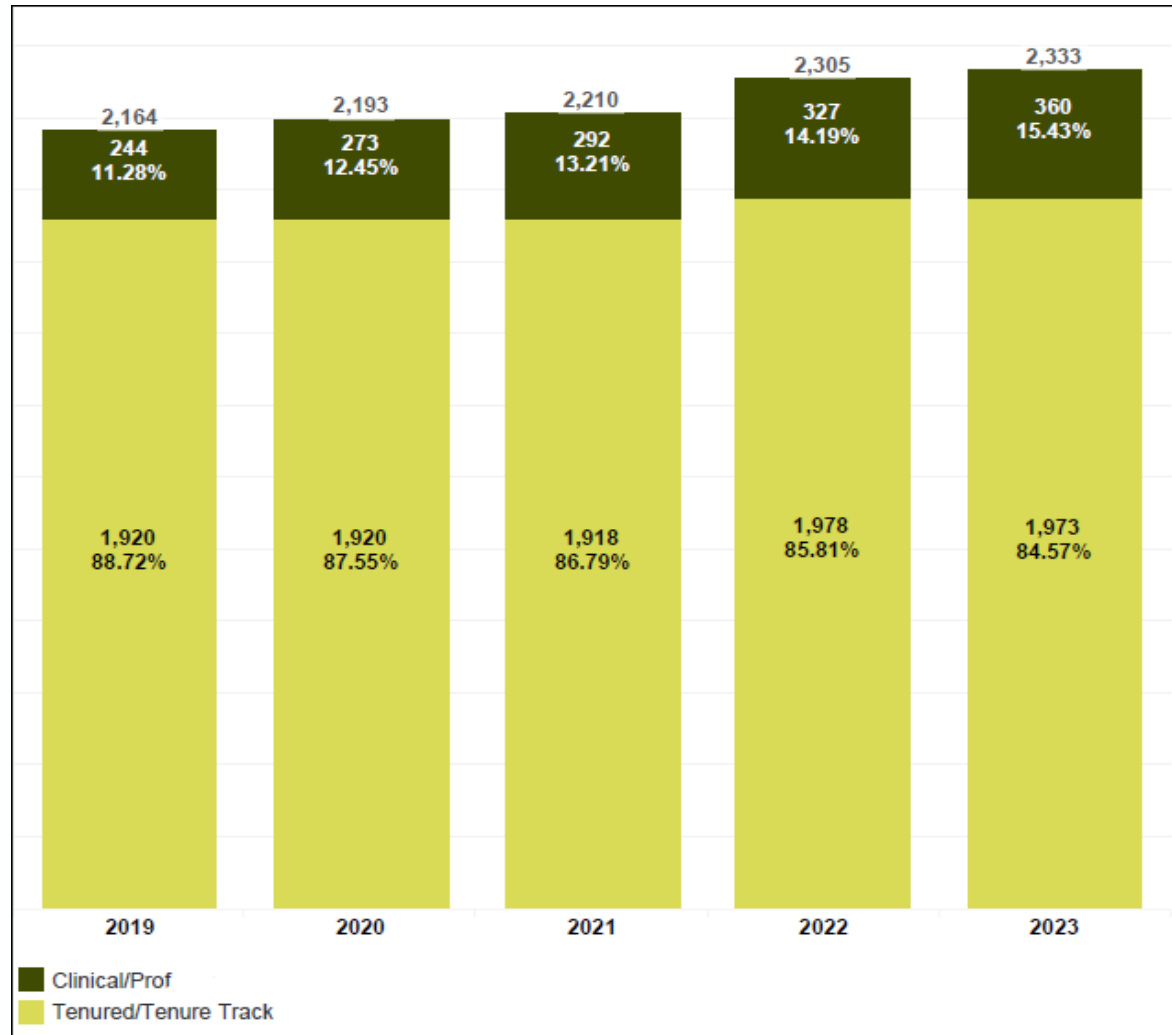
28 actively being pursued

Clinical/Professional Faculty

Search-based hires for C/P
positions

72 Faculty hired

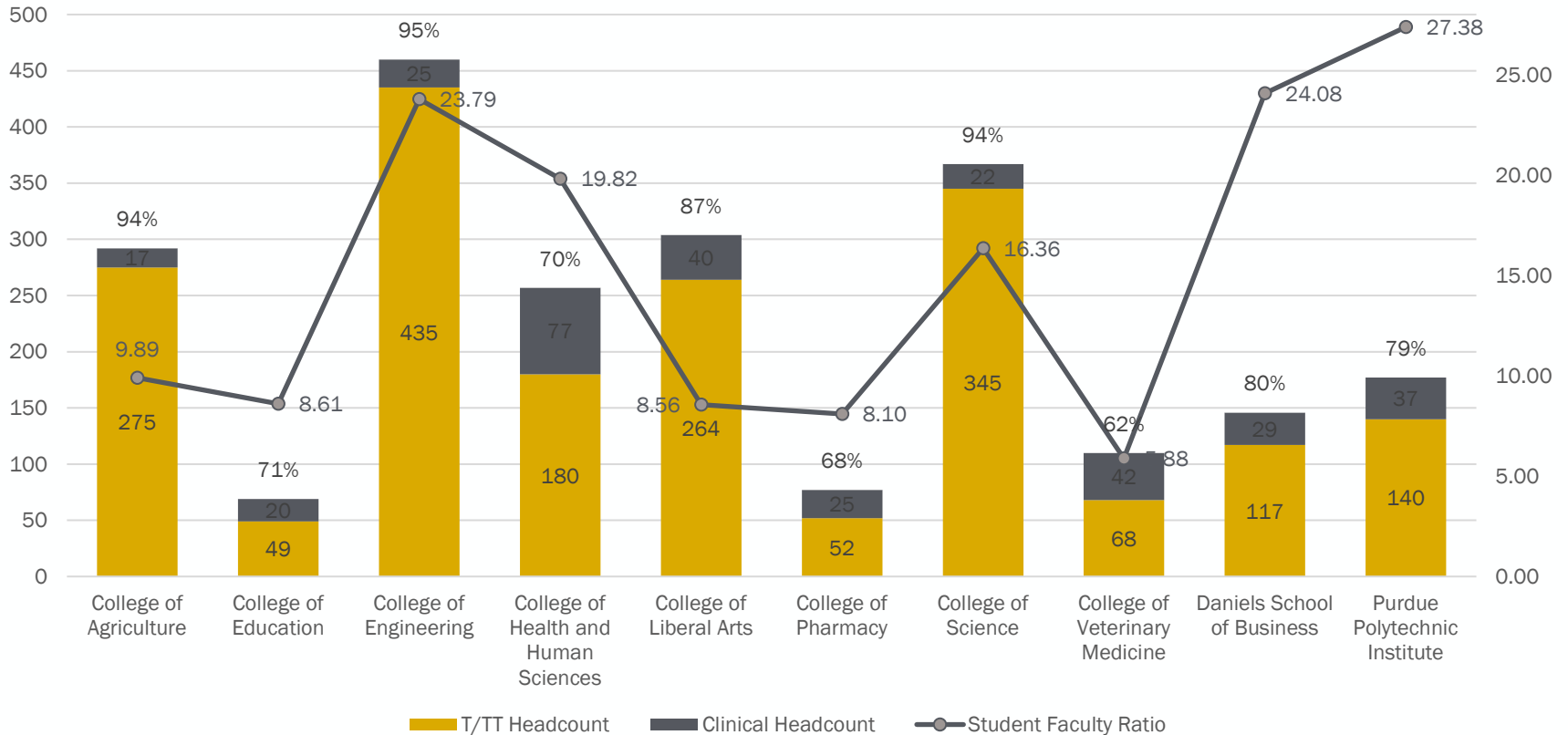
Faculty Composition Trend



Fall 2023 Faculty Counts and Student Ratio by College

Undergraduate students to Faculty

Faculty Headcounts and T/TT as Percentage of Total
Fall 2023



Startup Support

- The shift in colleges covering a greater portion of startup, dual-career, or faculty retentions funds are driven by the realities of where fiscal reserves reside.
- They are not, in any way, a reduction in the level of university support for these programs.
- Only colleges with a healthy fiscal position are expected to cover larger shares than the formulaic, consistent central sharing in previous years.
- We operate under the overall guiding principle that as a university, working as a single team will not fail to adequately support startup, dual-career opportunities, or retaining faculty.
 - If a college is not in a position to cover these, central funds will be, and indeed have been, used to cover these costs.
 - Over the past year, this shift in cost sharing has not resulted in a single instance in which we did not cover startup, dual-career or retention requests.
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- Startup and salary for all hires (including dream hires) are based on recommendations from deans with careful attention to equity across current faculty.

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- We are increasingly working with a One Team mindset when addressing lab and space needs for all incoming faculty – thereby reallocating resources in response to shifting needs – not at the expense of current faculty who need these resources, but rather making judicious reallocation of under-utilized resources.
- In addition, OIE conducts an annual salary equity study, the results of which are shared with all deans and heads.
- In addition to the ongoing faculty retention program, there are opportunities for colleges to propose pre-emptive retention raises.