

Guidelines for the Review and Prioritized Approval of Funding for Vacant Faculty Lines at USF (Academic Affairs, Tampa)

Due to the deteriorating statewide and national economic climate, as well as current and anticipated base budget reductions, faculty positions that become vacant on or after January 23, 2009, at USF (with the exception of those funded 100% by contracts and grants) are frozen until further notice. **All faculty searches approved before January 23, 2009 (and are underway) are exempt from the current hiring freeze.** Indeed, while many of these searches have been completed (with extremely positive and exciting outcomes) and appointments made, Colleges are urged to ensure that any remaining approved searches are progressing toward timely conclusion. The Provost had earlier urged Colleges to complete faculty searches on a more accelerated timeline than in years past, and no later than the end of February 2009.

Please note: It is entirely likely that no exceptions will be granted to the filling of vacant permanent faculty positions through the remainder of the current fiscal year. There will be rare and limited opportunities to allocate non-permanent resources to hire a temporary replacement if the case is sufficiently compelling. Requests for exceptions will be reviewed based on a prioritized list submitted by the Colleges and approved by the Deans. College priority lists should be developed with the following considerations carefully taken into account.

Status:

- Is the anticipated rank still appropriate in light of developments since the original hiring plan was developed?
- Is the position currently filled by a visiting appointment?
- Is this a new position that has been strategically allocated (see below)?

Considerations:

STRATEGIC PLAN

- Will the position contribute directly to (or suggest the strong likelihood of) accomplishing significant performance enhancements in one or more of the university's following strategic plan metrics:
 - Generation of federal and/or total R&D expenditures
 - Appointment of postdoctoral fellows
 - Scholarly citations
 - Doctorates awarded
 - National Academy members
 - National Research Council faculty quality ratings
 - Faculty awards

CENTRALITY

- Does the position directly support all (or some) of the following strategic priorities:
 - Student academic success
 - Global literacy and impact
 - Community engagement
 - Integrated, interdisciplinary inquiry
 - Research and innovation

DEMAND

- Is the position supported by undergraduate and/or graduate student demand?
 - Does Delaware data suggest high current levels of faculty FTE: SCH generation?

QUALITY, EXCELLENCE and IMPACT

- What will be the impact of not filling this position? To the department, college, university?
- Does the *Faculty Scholarly Productivity Index* (or other discipline-based indicators/rankings) suggest that the current research performance of the "home" unit is already at a high level?
- Is the filling of this faculty vacancy essential to maintenance of accreditation?

VIABILITY

- Is the future of the "home" unit solid with regard to its quality and sustainability?
- Is this hire of sufficient importance that you would be willing to vacate a currently filled position in order to fund this one?