

Faculty Recruitment Proposals for 2001-02 Cycle

Your request for ladder faculty recruitments will form the basis for determining authorization to proceed and central budgetary support, if any. Your proposal should consist of the following¹:

1. Descriptions of those positions for which the division is seeking specific authorization to hire, reference to the division's long-range academic plan, and your resource strategy (reallocation, temporary academic staffing, faculty separations etc.).
2. A completed recruitment authorization form² for each position for which you are seeking authorization to recruit. *This includes any recruitment that failed in the current year that will be reinitiated in the following year.*
3. A summary sheet that lists all of the contemplated recruitments, upgrade and start-up requests, and anticipated timing.
4. A *divisional* gender and ethnicity outreach plan.

The timing for this year's recruitment cycle is outlined below:

<u>Date</u>	<u>Action</u>	<u>From Whom</u>	<u>To Whom</u>
Feb 8	Call for proposed recruitments	Campus Provost	Deans
Mar 30	Submit proposals for 2001-02 recruitments	Deans	CP
April	Discuss proposals	CP/Deans	CPB
April	Consultation/recommendation on proposals	CPB	CP
May	Final discussion of approved authorizations	Campus Provost	CPB
May	Approve recruitments	Campus Provost	Deans

The commitment of central funds for faculty positions for fiscal year 2001-02 will be limited pending the development of a comprehensive institutional plan and resource allocation strategy to guide the growth of UCSC to a potential 16,900 students by 2010. Consequently, faculty recruitment proposals for next year should represent only the most pressing faculty recruitment needs. Decisions to hire should be predicated on a balance between programmatic readiness, workload shifts, and fiscal considerations. I encourage you to seek first the utilization of existing open positions and temporary academic staffing funds, prior to requesting additional funding via the 2001-02 interim budget call. Any centrally funded positions secured will count as an advance against the division's long-range allocation.

¹ Campus faculty recruitment and budget policies (start-up funding, assignment of provision numbers, upgrades, recruitment costs, etc.) can be found at <http://planning.ucsc.edu/budget/facdata/recruit/recruit-policy.pdf>.

² Recruitment authorization forms can be found at <http://planning.ucsc.edu/budget/facdata/facdata.htm>.