



MEMORANDUM

DATE: September 13, 2018

TO: College and Library Deans
cc: Gayle Hutchinson, President
Evanne O'Donnell, Interim
Jeni Kitchell, Interim
Karen Von Bargen, Interim

FROM: Debra S. Larson, Provost and Vice President for Academic Affairs

SUBJECT: *Tenure-Track Approval to Search*

Thank you for your submission of requests to search for tenure-track faculty. I appreciate the care you and your colleagues took to develop these requests. I have completed my consideration of your requests utilizing the qualitative information of your narratives; program-level metrics including FTES, FTES growth, tenure density, FTES/FTEF and FTES/TT FTEF; college-level retirements and resignations; and college financial health. As announced, the total number of searches allocated to this process was 21 positions; 8 funded through the University's GI 2025 allocation and 13 through salary savings. Appended to this memorandum is the complete list of requested positions, which totaled 32 in number. The table below lists the 20 searches approved for tenure-track faculty.

	College	Dept	Position Title
1	AGR	AGED	Asst Prof - AG Ed
2	AGR	AGR	Asst Prof - Veg Crops & Hort.
3	BSS	HCSV	Asst Prof
4	BSS	CHLD	Asst Prof
5	BSS	PSYC	Asst Prof
6	BSS	POLI	Asst Prof
7	BSS	SOWK	Asst Prof
8	CME	SOE	Asst Prof - Ed Specialist
9	CME	KINE	Asst Prof-Exer Science
10	CME	SOE	Asst Prof - Elem Ed
11	CME	SOE	Asst Prof - Second Educ
12	ECC	CIVL/AG	Asst Prof - Agricultural Engineering
13	HFA	HIST	Asst Prof - Early History
14	HFA	MUTA	Asst Prof-Music Industry
15	MLIB	LIBR	Natural Sciences OR Health Sciences
16	NS	NURS	Asst/Assoc Prof - Medical/Surg Nurs
17	NS	BIOL	Asst/Assoc Prof - Microbiology
18	NS	NFSC	Asst/Assoc Prof - Dietetics/Dir
19	NS	BIOL	Asst/Assoc Prof - Cellular/Molecular
20	NS	MATH	Asst/Assoc Prof - Applied/Pure

I am holding one of the searches in abeyance to provide a bit of flexibility in responding to any unforeseen and critical change in program staffing. Additionally, I will give consideration at midyear requests for critical hires that may have emerged during the fall semester.

All members of each search committee need to be current with their training in implicit bias before the screening of candidates can begin. Furthermore, I ask that you strongly encourage every committee to identify and utilize tactics that have the potential to attract a more diverse pool of candidates. Diversifying our faculty ranks starts with our search committee's commitment to a proactive and timely approach to searches. Our Division's goal is to recruit members to our faculty who support inclusion, facilitate student success, and are passionate about the teaching of their discipline and their scholarship. Best of luck on a successful season of recruiting another great class of new faculty.

Appendix: Requests to Search and Hire

	College	Dept	Position Title
1	AGR	AGED	Asst Prof - AG Ed
2	AGR	ANSC	Asst Prof - ANSC; emph in Meat Sci
3	AGR	ABUS	Asst Prof - ABUS
4	AGR	Crps, Hort & LRM	Asst Prof - Plant & Soil Sci
5	AGR	AGR	Asst Prof - Veg Crops & Horticulture
6	BSS	HCSV	Asst Prof
7	BSS	CHLD	Asst Prof
8	BSS	PSYC	Asst Prof
9	BSS	POLI	Asst Prof
10	BSS	SOWK	Asst Prof
11	BSS	MCGS	Asst Prof
12	BUS	BSIS	Asst Prof - OSCM
13	CME	SOE	Asst Prof - Ed Specialist
14	CME	KINE	Asst Prof-Exer Sci
15	CME	SOE	Asst Prof - Elem Ed
16	CME	SOE	Asst Prof - Second Educ
17	ECC	AG/CIVL AG/CIVL	Asst Prof - Agr. Eng.
18	HFA	HIST	Asst Prof - Early Hist
19	HFA	MUTA	Asst Prof-Music Ind & Recording Arts
20	MLIB	LIBR	Nat Sciences Librarian
21	MLIB	LIBR	Health Sciences Librarian
22	NS	NURS	Asst/Assoc Prof - Medical/Surg Nurs
23	NS	NURS	Asst/Assoc Prof - Maternal/Child Nurs
24	NS	BIOL	Asst/Assoc Prof - Microbiology
25	NS	NFSC	Asst/Assoc Prof - Dietetics/Dir
26	NS	BIOL	Asst/Assoc Prof - Cellular/Molecular
27	NS	MATH	Asst/Assoc Prof - Applied/Pure
28	NS	CHEM	Asst/Assoc Prof - Biochemistry
29	NS	BIOL	Asst/Assoc Prof - Cell Physiology
30	NS	MATH	Asst/Assoc Prof - Applied/Pure
31	NS	NFSC	Asst/Assoc Prof - Food Sci / Technology
32	NS	GEOS	Asst/Assoc Prof - Applied Ecology