Five-Year Faculty Hiring Plan

# As recommended in the review report from the 2020-2021 Collegiate Review, academic units should submit a five-year faculty hiring plan by *November 1, 2023 at 5pm.* The directives for this plan will refer to these academic units as “departments,” but schools, divisions, and programs should adapt the requests accordingly.

# This faculty hiring plan should be developed considering the department’s enrollment trends, curricular needs, and areas of research strength. It should be driven by the department’s strategic plan and direction over the next five years. The plan should take into consideration changes to the curriculum that may be occurring as faculty join or leave the department and changes to the field.

## Components of Hiring Plan (3 Pages)

**Page 1:** **Assessment of department and summary of strategic direction.**   
This should also include a summary of changes in faculty composition during the past two academic years and anticipated changes in the future. Departments should include their undergraduate major student-to-faculty ratio as part of this process, noting if the ratio is appropriate for their department and discipline.

**Page 2: Hiring plan indicating which year hires are requested to occur.**   
Using the table provided in the following pages of this document, provide the requested details for each position.

**Page 3: Departmental plan should CLAS not be able to meet requested faculty hires.**

## Submission Instructions

### Faculty hiring plans should follow the template provided on the following pages. Plans should be submitted using the online CLAS Filing Cabinet no later than November 1, 2023 at 5pm: <https://apps.clas.uiowa.edu/FileCabinet/home>

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**Page 1: Assessment of department and summary of strategic direction.**

### Page 2: Hiring plan indicating which year hires are requested to occur

In the table below, indicate the department’s requested faculty hiring plan by year. There should be years that no hires are requested.

In the Urgency column, enter the corresponding number (1-3) for each hire where 1=High Urgency, 2=Medium Urgency, 3=Low Urgency. Not all hires should be considered high urgency and/or requested in the first year. There should be no more than one high urgency request each year, as the collegiate hiring plan will take into consideration the needs of all departments. Just because a need is rated as high urgency is not a guarantee that the hire will be met.

In the Strategic Priority column, enter the corresponding number (1-3) for each hire where 1=Immediate Strategic Priority, 2=Mid-Range Strategic Priority, 3=Long-Term Strategic Priority.

In the next column, enter whether the rating codes primarily relate to priorities in Teaching, Research, or Both.

In the Track column, enter whether the position will be Tenure-Track, Instructional-Track, or Clinical-Track.

In the Title/Area column, enter the title of the position and any corresponding strategic area(s).

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| --- | --- | --- | --- | --- | --- | --- |
| Search Year | Anticipated Start Date | Urgency  (1-3) | Strategic Priority  (1-3) | Ratings Primarily Related to Teaching, Research, or Both? | Track  (TT, IT, or CT) | Position Title and Strategic Area |
| 2024-2025 |  |  |  |  |  |  |
| 2025-2026 |  |  |  |  |  |  |
| 2026-2027 |  |  |  |  |  |  |
| 2027-2028 |  |  |  |  |  |  |
| 2028-2029 |  |  |  |  |  |  |

**Narrative - Please provide a brief justification of how you’ve assigned the ratings above based on data:**

### Page 3: Departmental plan should CLAS not be able to meet requested faculty hires.