

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, all vacant faculty positions at USF (with the exception of those funded 100% by contracts and grants) are frozen until further notice. Requests for exceptions will be reviewed based on a prioritized list submitted by the Colleges. 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?
- Has the search been completed/finalized and an oral/written offer/recommendation for appointment been made (as of January 18, 2008)?
- Is this a continuing (unfilled/vacant) position? Is it currently filled by a visiting appointment that can be continued?
- Is this a new position that has been strategically allocated (see below)?
- What will be the relative impact of not filling this position? To the department, college, university?

Considerations:

STRATEGIC PLAN

- Will the position contribute directly to (or suggest the strong likelihood of) accomplishing enhancements in one or more of the university's following strategic plan metrics:
 - Generation of federal 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 one or more of the following strategic priorities:
 - Student academic success
 - Global literacy and impact
 - Community engagement
 - Integrated, interdisciplinary inquiry

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

- 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?

VIABILITY

- Is the future of the "home" unit solid via its quality and sustainability?
- Is this hire of sufficient importance that, if required, you would be willing to fund it via other cuts in your budget?