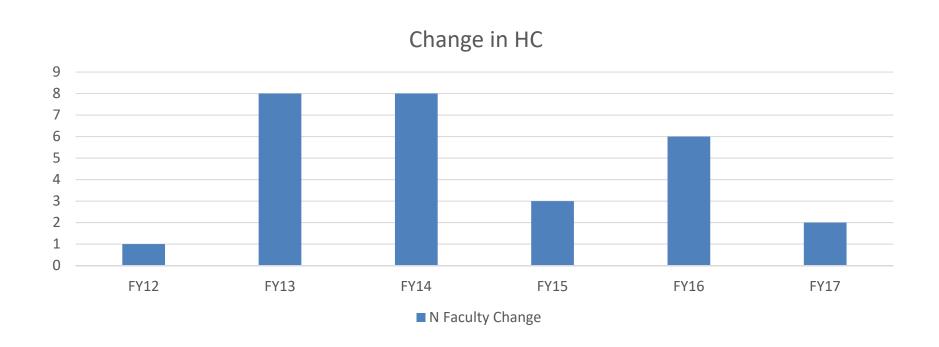


Overview of Issues

- Faculty hiring: Past & Present
- Faculty hiring: Future
- Right-Sizing our College: An Update
- Q&A

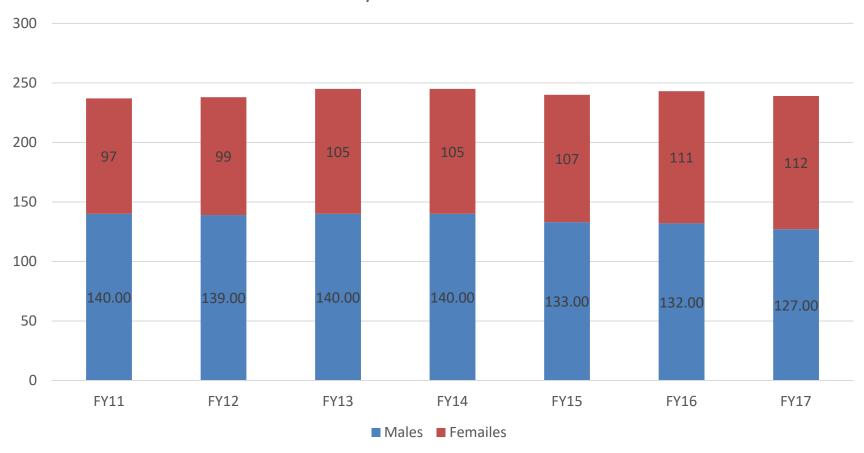
Faculty Hiring

Net Faculty Change Since FY11

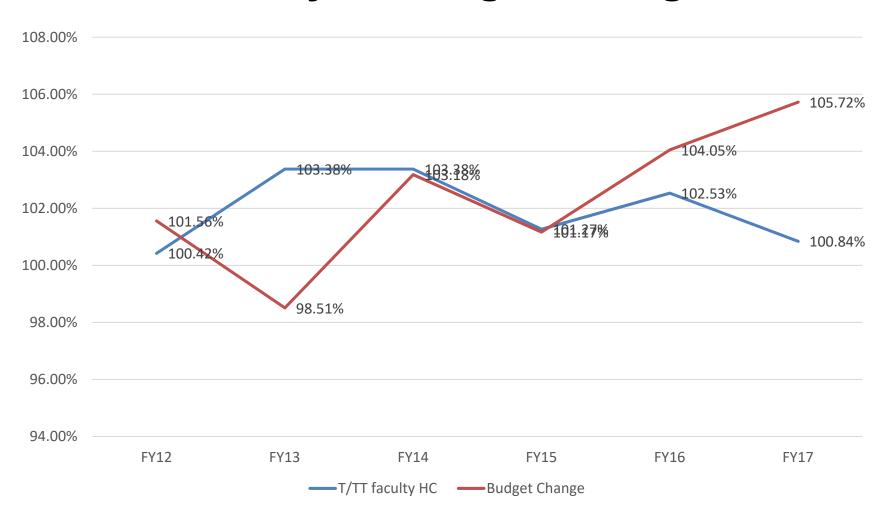


T/TT Faculty in our College

T/TT Headcount



Faculty to Budget Change



The Story of the Numbers

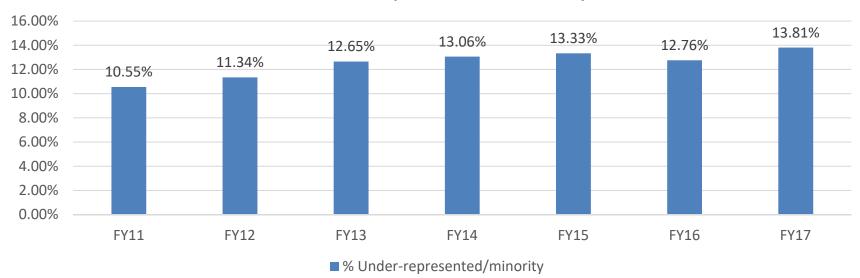
- We have continued to hire slightly more faculty than we lose despite fluctuations in base and one-time budget
- Although our total funding has increased, our ability to hire is limited.
 - Increases in salaries and benefits increase our budget, but not our numbers
 - We have actually shifted more funds from other uses to new hires

Who are we hiring?

- We want an excellent faculty that reflects the diversity of our student body.
- Each department asked to commit to 3 things to...
 - Increase the diversity in the applicant pool
 - Retain diverse faculty once we hire them
- How has it been working?

Proportion of T/TT Faculty

% Under-represented/minority



If A Picture is Worth 1,000 Words....

New Faculty
Beginning Fall 2017

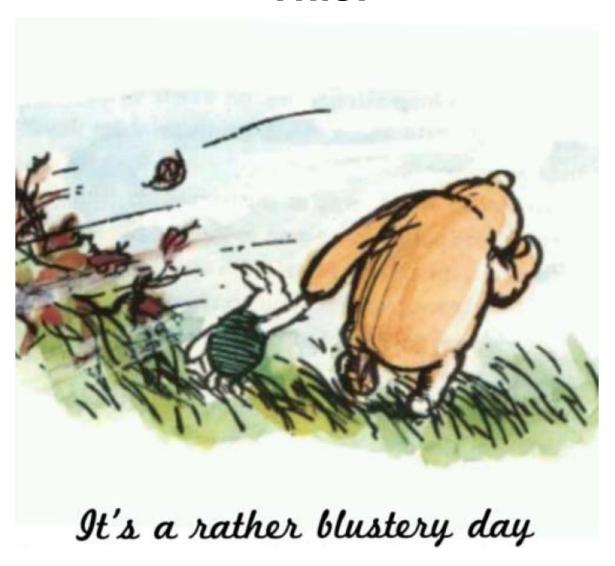
Future Faculty Hiring

Fall 2018 and Beyond

Not this...



This!



Fall 2018 Hiring

- Maintain the integrity of a degree program or department.
- Growth in SCH production, majors, etc. has exceeded funding for at least three years (i.e., you've been growing faster than you've been gaining resources).
- Likelihood of provost funding (e.g., Target of Opportunity, cluster hire)
- Contribution to college and university strategic priorities.
- Likely to approve no more than 2-3 @ full salary

Hiring Beyond 2018

- All unfunded Fall 2018 hire requests remain in pool
- Invitation to refresh, revise, add, or withdraw proposals made late spring 2018 for Fall 2019 hiring
- Anticipate relatively few (but > 0) approvals for next 1-3 years
- Hiring contingent on SCH production

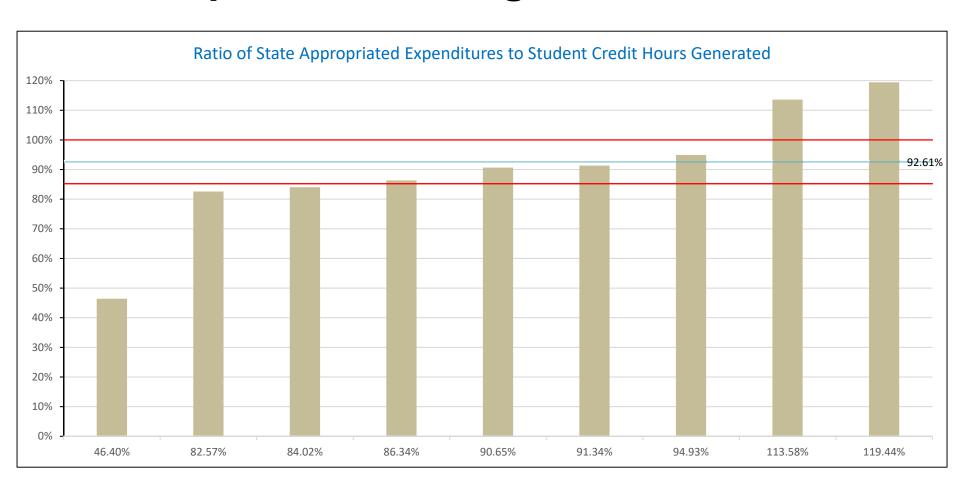
Right-Sizing Our College

Fall 2017 Update

Principles to Drive Budget Changes

- Changes should be gradual & predictable
- Initially: Ensure all departments have base budget to cover staff, T/TT faculty, and graduate assistantships
- Eventually: Right size with understanding that some nuance needed (e.g., writing intensive courses)
- Fairness requires consistency (but not rigidity) across college
- I will do my part:
 - Dean's office (including salaries) 7.4% of total state \$
 - Institutes and centers 1.2% of total state \$
 - Lean overhead (most colleges 10-15%)

Updated Funding Ratios 16/17



... But Let's Not Chase the Money!



Issues with SCH Funding

- We gain more as a college than we lose by attaching funding to course codes rather than instructor homes
- Intellectual principles should drive decisions about course listings, co-teaching, cross listings, etc.
- Avoid being penny wise and pound foolish
- Increasing interest in our core courses helps everybody

Reminding Us Why We Are Here...

World-leading Faculty

Providing a Profound Voice on Campus



Syrians in New York: Mapping Movement



Sociologist Appointed Program Director at NSF



Purposeful Scholarship and Research

Training the Next Generation of Social Workers



Digging Into Driver Behavior



Visual Narrative Initiative



Experts In the News

- NPR: Betty-Shannon Prevatt and Sarah Desmarais (Psychology), Research on low reporting of postpartum mood disorder
- Salon: Walt Wolfram (English), "The Sound of Inclusion: Why Teachers' Words Matter"
- Scientific American: Veljko Dubljevic (Philosophy), "'Moral Enhancement' is Science Fiction, Not Science Fact."
- The Atlantic: Tim Stinson (English), "Sampling DNA From a 1,000-Year-Old Illuminated Manuscript"
- Voice of America: Jeff Braden (Psychology), "Preparing Students for Changing Job Markets"

Extensive Partnerships

Why Language Education Matters



Virtual MLK Project on Display at Smithsonian



Virtual MLK Project on Display at Smithsonian



NC STATE UNIVERSITY

Humanities and Social Sciences

