

10-17-2016

## Academic Affairs Weekly Update 10-17-16

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### Recommended Citation

Vascak, Cynthia; Mears, Gail; and Parker, Robyn, "Academic Affairs Weekly Update 10-17-16" (2016). *Clusters*. 35.  
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Academic Affairs Weekly Update 10-17-16

Colleagues,

We hope you got a chance to get out and enjoy the colors this weekend. This week we will share information with you about the URSA informed Academic Affairs faculty hiring plan. Plymouth State presently has 206 full time (FT) faculty, 220 part time teaching lecturers, and 325 FT OS and PAT employees. There will be 12 FT faculty SIPs/retirements in December.

The Academic Deans (ADs) undertook a comprehensive, holistic review of curricular needs across all three colleges. We looked at a variety of factors in setting out a faculty hiring plan for this AY. This plan should provide the support we need in under-resourced programs that also promise to be strong contributors to integrated clusters and open labs.

Specific variables considered were: the number of FTE students in the major, the number of full time faculty in the program, the average number of course sections annually, as well as the average number of students taught annually. We looked at accreditation requirements, URSA program and evaluation data, synergy with clusters, program contribution to general education, support to other programs, and potential impact on first-year student retention.

Funding for the plan comes from three sources: dollars made available through retirements/departures, dollars made available due to failed searches, and dollars available through cluster funding earmarked for faculty hires.

After assessing comparative needs and available resources, a hiring plan was created to search for 20 FT faculty. Departments have been notified and job descriptions are in the works. The table below lists the planned appointment types and disciplines.

Art History (NTT)	Accounting (NTT)	Business Administration (NTT)	Chemistry (TT)
Composition (NTT)	Computer Science (TT)	Ed Leadership (TT: 12 month)	Elementary Ed (NTT)
2-Entrepreneurship (NTT) (1 @ 12 mos)	2-Finance (TT and NTT)	GIS (TT or NTT)	Health & Human Performance (TT)
Management (TT or NTT)	2-Marketing (TT and NTT)	Math Foundations (NTT)	Organizational Communications (NTT)

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Social Work (TT or NTT)			
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We will review this information at the upcoming Town Hall meeting on Tuesday, October 25<sup>th</sup> at 1:30 p.m. in Hanaway Theater and happily answer any questions or come to the next Deans' Listening Session on Wednesday, October 19 from 3:30 – 4:30p.m. in Frost Commons.

We recognize the dissonance in rolling out a hiring plan right after we've restructured Academic Affairs staff, however attrition in faculty lines over the past 5 years have left several programs vulnerable. By investing in faculty now, we believe we will strengthen our ability to deliver high quality educational programs that are critical to student success. We hope you will help to make these searches successful.

Our best regards,

Cynthia, Gail, and Robyn

The Academic Dean Team

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**HRZE** Overcast. Haze. Temperature: 48;  
 Wind: Calm; Conditions as of Fri Feb 24 at 04:00 PM EST courtesy of The PSU Weather Center

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