Communication to CUIBO re: Faculty Strategic Hiring Plan Process starting FY19

The Provost and Deans are working on finalizing the University-Level Faculty Hiring process that begins in FY19. A memo from Provost Wiencek to faculty and staff in academic affairs and IGS is included in the CUIBO meeting agenda. If you have not done so already, please take time to read the memo; it is the broad outline for faculty hiring beginning in FY19.

This summer, the Provost, academic Deans and Faculty Senate leadership will work to develop specific guidelines to inform fiscal personnel on the procedures for the strategic hiring plan process. Impacts to our current practices will be identified so that you are aware of administrative changes that need to occur. As the memo indicates, the change will be gradual and monitored.

As of July 1, 2018, we will begin tracking faculty vacancies and retirements in a strategic manner. The first phase of this adjustment is to track and plan for FY20, thus we are asking that any permanent changes to faculty position funding involving General Education dollars be made through People Admin actions. The Executive Approver in the Provost office will let the Budget Office know when any funding changes have been approved on these faculty general education funded positions. Misc. group PCNs are excluded from this action. Additional communication regarding the next phases of implementation will be sent out after the Provost, academic Deans and Faculty Senate leadership decide on the final process for FY19 and beyond.

HR has already updated the Personnel Decision Chart on the Provost webpage, <https://www.uidaho.edu/provost/faculty/salary-information> to indicate that permanent general education changes need to be initiated with People Admin actions.

If you have questions about the new process, or what changes need to be requested through People Admin, please feel free to contact me at: kims@uidaho.edu or send emails to provost@uidaho.edu and they will be forwarded appropriately.

Thank you,

Kim