Faculty Recruitment Process

To provide a proactive planning process for anticipated faculty hires and facilitate budget projections, it is important to anticipate expenditures aligned with the School of Veterinary Medicine’s Strategic Plan for 2012-2017. The following guidelines are designed to assist Department Chairs and other leaders in planning requests for faculty recruitment of new or replacement positions.

Guidelines – Prior to requesting faculty positions the following key criteria need to be addressed. Not all criteria are required for each recruitment request, but need to be considered. If not applicable, please explain why.

- How does recruitment align with strategic planning vision and goals?
- How does recruitment provide school-wide needs and priorities?
- How does the recruitment address an important societal need?
- How will the recruitment aligned with campus initiatives/priorities?
- Document the collaborative strategic process used to develop faculty recruitment plan.
- Identify how faculty recruit will link to targeted traits (e.g. collaboration, meets identified programmatic needs).
- Demonstrate if recruitment plans include succession planning.
- Describe role of faculty recruit in teaching and the scholarship of teaching?
- How will the recruitment support a transdisciplinary approach?
- Will philanthropic or extramural support likely to be available?
- How will the recruitment build upon existing strength (leadership, faculty expertise, infrastructure, etc.)?
- Will this recruitment lead to a novel program that will differentiate and enhance the reputation of the SVM?
- Space: has adequate/suitable lab and office space with appropriate adjacencies been identified for the recruit?
- Startup and initial resources/funds: has a package been assembled with projections for first phases of faculty start up? Include leveraged funds for all available sources?
- Mentorship and career development plans: has a plan been developed to advise/mentor recruit in their transition and early career phase at UC Davis?

Decision Pathway

1. Department, Center or Hospital Strategic Planning with Faculty; with consultation of Faculty Committees (e.g., Curriculum, Research)
2. Prioritize Faculty Positions Identified
3. Discussion of Faculty Positions among the Department Chairs and Hospital Leadership (Clinical Positions)
4. Presentation and Discussion of Faculty Positions Proposed with Academic Council
5. Proposal Presented to Dean and Dean’s Cabinet for Resource Alignment
6. Proposal is Presented to the Executive Committee for Comment
7. Permission From Provost Sought and Documented
8. Position Released, Search Announced Broadly and Launched