

UPDATE ON HIRING

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Questions 1&2: FY 24 Hiring Overview

- Moveable Dream Hires are open for all career stages other than freshly minted PhD/Postdocs. Of course, this includes tenure-track faculty that have demonstrated excellence (“public esteem indicators”)
- FY24 Hiring allocations were made with input from deans, and with the goal of increasing flexibility for deans to determine which specific searches to authorize, and allocations among different searches within their colleges.
- We have created more slots than the typical number in recent years:
 - New hires in the past 8 years typically in the range of 80-120 T/TT hires and 25-50 C/P
 - Clinical/Professional hiring numbers increased, to provide additional flexibility.
- Lecturers were originally included in the allocations with a view to providing greater flexibility for deans and heads, but based on feedback lecturers have now been excluded from clinical/professional faculty allocations

Question 3: Hiring per department

- The Moveable Dream Hire process is open to all colleges. Every college should be working to recruit dream hires.
- Allocation of slots to departments entirely at the discretion of deans
- Allocation for future years will be determined in light of the outcomes of FY 24 hiring, and evolving needs

Question 4: Faculty input into hiring

- 'Moveable Dream Hires' is a bottom-up process
- Every faculty member has a direct voice in the MDH process
- Any faculty member can nominate individuals to the college committees
- Examples of inclusive practices for identifying top candidates include:
 - Consider all individuals that meet certain public esteem indicators
 - E.g., Early career award winners (NSF/DoD/DoE, ...); NIH RO1 awardees, etc.
 - Best paper awards at top venues
 - Fellows of leading professional societies, etc.