

**UNIVERSITY OF MASSACHUSETTS AMHERST
FACULTY SENATE
UMA 250 TASK FORCE
JULY 28 2008 – 10:00 A.M.
CAMPUS CENTER – ROOM 904-08**

AGENDA

10:00 a.m.-11:00 a.m.

- I. Update on searches and hires -- Andy Effrat, Associate Provost
 - searches and hires for 2007-08 (both UMA 250 and replacement positions)
 - numbers on unsuccessful searches and reasons for unsuccessful searches
 - since the start of the 250 plan, what have been the searches and hires –
 - (a) for the 250 plan searches and hires, and
 - (b) for replacement position searches and hires

- II. What is the process by which Deans activate replacement positions, and is that any different from the process by which Deans ask for (and are granted) UMA 250 positions? What are the numbers of projected and/or authorized replacement searches for 2008-09? What are the numbers for UMA 250 positions that would likely be finalized during 2008-09?

- III. What are the plans (if any) for 2008-09? Is there anything in play for the coming year, other than continued searches for those in progress? What is the dollar amount -- or the number of positions -- currently held in reserve as Gen Ed lines?

11:00 a.m.-12:00 p.m.

- IV. Discussion of statement to the new Chancellor of continued support for the 250 Plan in 2008-09 ff.

- V. Possible proposals for this coming year
 - building a temporary lab building to accommodate new hires
 - emphasizing hires in non-lab areas, until new science labs come on line
 - releasing Gen Ed lines that have been held in reserve

- VI. Adjourn

FROM ANDY EFFRAT, ASSOCIATE PROVOST:

The following is a brief report on this year's searches:

Thus far, the 112 searches that were authorized and launched have resulted in 81 hires (a "success" rate of 72%).

8 searches are still in process with offers being negotiated and the like. There is a good chance that they will yield at least another 4 hires. If so, 85 hires would have resulted from 112 searches for a 76% yield.

30 of the 81 hires are Amherst 250 funded positions.

With respect to diversity, 37 of the 81 hires are female (46%) and 28 of the 81 (35%) are diversity hires of whom 13 (16%) are under-represented minorities.

Of the 23 searches known to have failed, 8 were due to weak or inadequate applicant pools or short lists; 15 failed because our offers were declined. The main factors in our offers being declined were competition from offers with higher salaries or institutions judged to be preferable. Since only 4 of the declined offers were in NSM, Engineering or NRE, it would not appear that facilities were a major factor in this round.

Amherst 250 has, since its inception, resulted in 83 hires. 20 are currently being held for Gen Ed/curricular improvement and 12 for the performance (NRC/benchmarking) exercise. The other 35 positions have been allocated to Schools and Colleges, searches for which are either still in process, failed and to be re-searched, or deferred for search in the coming year.

It is estimated that, this year, there will be a loss of 60 TT faculty due to retirements, deaths, negative personnel decisions, and resignations (about 27). Thus, net growth of the TT faculty will be 20-25 this year.