

Memorandum

T 828|251-6470
F 828|251-6759

To: UNC Asheville Faculty Senate
From: Jane K. Fernandes, Provost *Jane K. Fernandes*
Subject: Report on activity of the Position Allocation Committee
Date: April 25, 2011

As stated in the *Faculty Handbook*, Section 104.3, Position Allocation Committee: “The Position Allocation Committee (PAC) is the primary means by which faculty can have input into the allocation process whenever a new faculty line is available or whenever an existing line becomes open (through retirement, resignation, or non-renewal of contract).” The duties of PAC, as specified in the *Handbook*, are as follows:

- To make recommendations to the Provost regarding the allocation of faculty lines to academic departments and programs according to a three-year allocation plan that the committee is to develop and continually update.
- To develop and annually revise faculty hiring guidelines.
- To consider which responsibilities originally delegated to the Council of Chairs could be profitably assumed by the Position Allocation Committee.
- To report annually to the Faculty Senate the three-year allocation plan, changes in hiring guidelines and suggestions as to how the Position Allocation Committee can be a more effective faculty voice.

In the past two academic years, the PAC has met to discuss faculty searches for tenure track and lecturer positions. The budget environment since AY 2008 has severely restricted hiring across the University and budget cuts have made it difficult to develop a three-year position allocation plan. This has been further complicated by our need, first, to complete the Delivering the Curriculum study and, now, our Curriculum Review Task Force work, both of which contribute substantively to our understanding programmatic needs that will help direct our thinking about future strategic hiring.

In the last two years, PAC has assisted me in responding to department and program faculty staffing needs, with the resulting tenure track hires:

2008-09	Outcome
Art, Sculpture	Hired Mark Koven
Accounting, two	Hired Reed Roig
Biology, Ecology/evolution	Rebecca Hale
Foreign Language, Spanish	Elena Adell

Mass Comm, Public relations	Sonya Miller
Religious Studies, Asia	Katherine Zubko
2009-10	Outcome
Art, Photography	Hired Eric Tomberlin
Africana Studies	Hired Agya Boake-Boaten
Education, Math/Science or Social St	Hired Meg Moss
Math, Applied Math	Hired Janine Haugh
Management, Human resources	Hired Micheal Stratton
Music, music theory/aural skills	Hired Lyn Burkett
Sociology, Anthropology	Hired Oguz Erdur

In addition, in Spring 2009, the PAC recommended reissuing 10 one-year lecturer contracts in the following departments: HW (Wolfe,), CHEM (Bowers), FLANG (Sandin), MLA (Hays), MLA (Iglesias), MMAS (McKee), MUSC (Weinberg), MATH (Spicuzza), PHYS (Massey), EDUC (Clarke). In Spring 2010, PAC recommended reissuing contracts for 12 one-year and multi-year lecturers in the following departments: FLANG (Sandin, 1-yr), MLA (Iglesias (1-yr), MUS/Math Lab (Weinberg, 5-yr), BIOL (Kennedy, 3-yr), MMAS (McKee, 1-yr), PHYS (Beck, 5-yr), PHYS (Massie, 1-yr), EDUC (Bowman, 1-yr, Clinical Associate Professor), EDUC (Chapman, 3-yr), HW (Schrader, 3-yr), MGMT/ACCT (Parsons, 1-yr), SOC/ANTH (Fordyce, 1-yr).

The most recent revision to PAC guideline and their role in hiring is outlined in Senate Document 8508S (4/24/08), Proposal to Revise the Position Allocation Committee, which is also found in the Faculty Handbook, Section 10.4.3. This document changed the procedure for appointing department chairs and a program director to PAC; added a Faculty Senate representative to PAC, appointed by the Executive Committee; and revised the duties of the committee.

This semester the Position Allocation Committee met on April 11, 2011, to discuss 21 requests for tenure track positions. The PAC members are currently working to rank these requests in order of priority. However, our current fiscal context makes it difficult to determine how many searches will ultimately be approved.