

INITIATIVE BRIEF

# STRATEGIC FACULTY HIRING INITIATIVE FOR 2020



*Strategically hiring promising, accomplished and diverse faculty in key transdisciplinary areas is fundamental to our future as an urban-serving, multi-cultural discovery enterprise focused on student success and research excellence.*

## OVERVIEW

UTSA's Strategic Faculty Hiring Initiative is composed of five complementary programs which will provide support mechanisms to academic colleges to recruit and hire some of the best and brightest minds of diverse backgrounds and experiences, providing intellectual prowess to help the university address society's grand challenges.

**INITIATIVE LAUNCH** January 2019

## THE CHALLENGE

UTSA's 10-year strategic vision calls for growing enrollment to upwards of 45,000 students pursuing their educational goals with the support of more than 2,000 faculty. UTSA currently has about 1,300 faculty. Increasing the number, diversity and talents of our faculty calls for a strategic and structured approach to open and accelerate avenues to recruit and hire individuals who will help UTSA reach its research, student success and reputational goals and address pressing national grand challenges.

## THE IMPACT

Faculty are central to reaching the destinations outlined in UTSA's strategic plan. As such, the ability to recruit and retain high profile, diverse scholars will help advance UTSA's goals of providing high-quality, transformational academic experiences for students and expanding areas of transdisciplinary research excellence. Combined, the programs within the Strategic Faculty Hiring Initiative for 2020 will serve to further elevate and diversify UTSA's intellectual community of scholars.

## BENEFITS TO SAN ANTONIO AND THE STATE OF TEXAS

This initiative brings exceptional and diverse scholars to Texas and San Antonio, contributing to the region's intellectual ecosystem.

**FOR MORE INFORMATION**

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## COMPONENTS

» **Clustered and Connected Hiring Program (CCP)**

This program is designed to better align our capabilities with federal, foundation and industry research opportunities. Although UTSA has initiated several cluster hires in recent years to recruit researchers in targeted areas, the new CCP engages current UTSA faculty to propose transdisciplinary teams of leading or promising scholars to augment existing expertise.

» **Advancing Academic Excellence through Accelerating Faculty Diversity Hiring Program (FDP)**

Innovation, critical thinking and problem-solving are greatly enhanced in a diverse and inclusive academic community. The FDP is designed to promote a diverse and inclusive faculty by supporting flexible recruiting and hiring procedures to hire additional faculty who are under-utilized in the academy and reflect the diversity of our student body and communities.

» **Dual Career Academic Partners Hiring Program (DCP)**

The DCP creates a more transparent framework to assist highly qualified partners of tenure-stream faculty in identifying and pursuing employment opportunities both at UTSA and in the San Antonio academic community. The DCP is intended to simplify partner hiring and make UTSA an attractive destination for dual-career academic couples.

» **Advancing Academic Excellence through Accelerated Hiring of Nationally Recognized Faculty Program (NRP)**

Similar to the FDP, the NRP complements traditional search processes by enabling hiring of highly accomplished faculty to address specific needs. Prospective candidates will be evaluated on their ability to enhance national/international pre-eminence in a priority area, to increase funding to meet institutional goals, and to promote disciplinary collaboration across departments and colleges.

» **Voluntary Separation Incentive Program (VSIP)**

UTSA is fortunate to have many tenured faculty with long-standing service to the university. VSIP is intended to support eligible tenured faculty who may be interested in making a career or life change by removing common barriers that can prevent taking the next step in life and pursuing new opportunities in career transition.

## PHILANTHROPIC OPPORTUNITIES

- » Endowed chair positions
- » Faculty fellowships (postdoctoral, etc.)