

Provost's Fall Message to Faculty on 11/3/2015

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The following message was sent to UC Davis faculty by Provost and Executive Vice Chancellor Ralph Hexter on Nov. 3, 2015.

As I'm sure many of you have noticed, UC Davis has been quite successful in attracting record numbers of California students and undergraduate scholars from around the world to our campus under the 2020 Initiative. To ensure that these students continue to enjoy the same excellent education at a top-ranked research university as their predecessors, we are continuing to invest in both people and infrastructure. Below, I would like to update you on our recent progress in faculty hiring and construction of classroom and research space, as well as bringing to your attention the upcoming second round of faculty hiring under the [Hiring Investment Program \(HIP\)](#).

Support for 2020 Growth

Significant progress is being made in hiring new faculty to accommodate enrollment growth. Across the campus, we have hired 168 new faculty members into the ladder-rank Professor series and the Lecturer with Security of Employment series over the last two academic years since November 1, 2013. We are particularly pleased that of these new hires, 78 (46.4%) are women and 26 (15.5%) are underrepresented minorities. In the colleges and divisions, where growth in student enrollment has the greatest impact, this hiring has resulted in a net growth (after retirements and other separations) of 45 faculty positions. To date, 110 faculty recruitments have been authorized for 2015-16. This rate of hiring puts us on track to achieve by about 2022 our final goals for faculty hiring as anticipated in the 2020 Initiative planning process.

In addition to faculty searches, **recruitments** for new deans have

begun in the College of Biological Sciences, the Graduate School of Management, and the College of Letters and Science. Additionally, a separate [L&S Visioning Committee](#) has been charged to contribute to the development and articulation of a guiding vision for the College as the recruitment of the new dean proceeds.

To provide more space for teaching, research and student activities, a large number of projects are either in progress or in the planning stages (see [here](#) for reports on projects already underway). The classroom projects alone will collectively add more than 2,000 new classroom seats by 2020.

Hiring Investment Program (HIP)

Included among the new hires reported above are 16 faculty recruited under the [Hiring Investment Program \(HIP\)](#) process, with 9 more searches from the first round of HIP still in progress. These new colleagues are distributed across all four colleges and the School of Medicine, and do research in disciplines ranging from the physics of the universe to how the social environment shapes human health.

I am very pleased to announce that later this fall we will initiate the second round of hiring of about 20 more new faculty through the HIP process. Our current plan is to share the call for proposals by November 15th, with proposals due at the beginning of February. Although we anticipate that this second round will in most respects closely resemble its predecessor, we are very interested in hearing any suggestions you might have for ways in which to improve any aspect of the process. Please forward your suggestions to Ken Burtis (kcburtis@ucdavis.edu) in my office, who will once again be assisting me in coordinating this program.

As you can see from this brief update, we are making good progress on many initiatives to grow the university's excellence and impact and enhance our campus environment. For a broad overview of campus priorities for the coming year, I also encourage you to review Chancellor Katehi's [comments](#) at this year's Fall Convocation. As we move ahead on many fronts, the Chancellor and I look

forward to your continued counsel and collaboration. I hope your Fall term is proving to be a productive and enjoyable one.