Hiring and Retention

The College of Liberal Arts seeks to recruit, retain, and promote high quality faculty.

- Getting Approval to Recruit: Obtaining Permission and Identifying Funds
- Recruiting Tenured or Tenure-Track Faculty
- Recruiting Temporary Faculty
- Posting and Advertising the Position
- Identifying and Interviewing the Candidate
- List of Deans Allotted to Interview Candidates by Department
- Prior Approval Request (PAR) for Faculty
- Faculty Offers Database
- What You’ll Need to Complete the PAR Request Packet
- PAR Screen-by-Screen Guidelines
- How to Record Commitments: Examples
- Sample Offer Letters
- Faculty Moving Expenses
- Faculty Appointment Process Summary and Applicant Pool Statistics Table
- Spousal Hires
- Faculty Counteroffers
- Sample Counteroffer Letter
- Child Care Commitment for Faculty

Faculty retention initiatives include research support, modified instructional duties, special academic assignments, and pre-emptive and counteroffers, as appropriate. University policies can be found at Office of the Provost.