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Dear Colleagues,

I am pleased to share the news that President Mason has authorized a new five-year hiring plan to rebuild the strength of the full-time faculty, beginning this year, 2019-2020. As outlined in our Vision for Student Success, full-time faculty are central to advancing our mission to educate our students and create knowledge. Thus far this year, I have allocated 10 lines to 8 departments, and there is also the possibility of allocating additional lines. Despite John Jay's structural budget challenges, I expect to be able to do this every year for the next five years by carefully managing our existing resources.

Responsible shepherding of our resources is one of my key responsibilities. The President has approved my plan to fund new faculty hires by realizing the salary savings from a predictable pattern of full-time faculty retirements and attrition. Every year, several full-time faculty members resign or retire. Most of these faculty are earning among the highest salaries at the time of their departure. We will use 100% of the accruals to fill replacements and, as salary savings funds add up to a whole position, use those funds to fill additional vacant positions.

In determining where to hire, I have discussed with chairs and the Faculty Senate the following criteria:

- Departments or Programs with student-faculty ratios below 1:100
- Departments or Programs with full-time coverage below 32%
- Re-accreditation of academic programs
- Efficiency of Department or Program's scheduling, seat efficiency and limited number of under-enrolled sections
- Attention to student success initiatives
- Research/creative work and grant activities

I am excited about our potential to rebuild our faculty strength, and to do so in a way that improves racial and ethnic inclusion among our faculty ranks. I will also be devoting time, energy and resources toward developing a plan for boosting retention and promoting inclusion. By doing so we will enhance our capacity to be a truly multi-cultural and student-centered campus.

Sincerely,

Yi Li
Provost and Vice President for Academic Affairs