HIRING GUIDING PRINCIPLES

These principles below apply to new hires, unfilled positions, and in-progress vacancies beginning April 17, 2020.

Hiring Guiding Principles

- Units must demonstrate the financial ability to sustain the costs, given the high likelihood of reductions in funding from all funding sources, taking into consideration the related Financial Planning Parameters that were recently communicated to Budget Officers.

- Central to the critical ongoing core activities driven by our missions with particular attention to our commitments to research and innovation, student access and learning, and public engagement locally and globally.

- Hiring to prioritize our net-revenue generating activities and/or areas where we have a comparative advantage as a university.

- Hiring to enhance e-learning, blended learning, and online delivery of our programs.

- Fostering the ongoing public engagement initiatives related to infectious diseases.

- Hiring to support essential functions for public safety, health care, and critical campus infrastructure.

- Focus on critical refills, rather than new positions, particularly in administrative positions.

Additional reviews and approvals will be required before initiating the hiring process for faculty, academic professional or civil service vacancies unless the position is paid from grant funds. Please refer to the Hiring Guiding Principles Approval Requirements Matrix.

Units will be expected to demonstrate how the hiring activity supports the Hiring Guiding Principles and funding is sufficient to sustain the position.