HS Faculty Recruitment and Retention

(6.6) Ask Rob Anzalone to discuss with HS and report on whether there are difficulties recruiting and retaining faculty for the HS program.

         There are difficulties recruiting and retaining faculty for the HSCI program. On the recruitment side, Health Sciences is remarkably competitive nationwide, so the applicant pool received when we do advertise for positions is much less than it would be for other academic disciplines in university (save for the professional programs).

         We are in an area that, with our salary, does not compete very well with the other institutions that are also recruiting for our positions.

         We have a student body number that is daunting for many of our applicants when they see advising needs that our program has, and it is a challenge for them to say yes to our offers.

         We have increased the size of our student pool substantially over the last 4 years, as can be graphically depicted, and have requested positions for several areas of the Health Sciences as well as positions that would augment our ability to connect with our freshman and sophomores, but have had challenges with getting these positions approved. We have been offered visiting positions to fulfill some of these needs, but that does not decrease the advising load for FT faculty because visiting positions do not typically advise students.

         The stress of being a faculty in our HSCI program is unique to the university as well, as our students are all moving on to professional programs, require recommendations, as well as assistance with their application materials, and thus the workload is significant.

         We have challenges with retaining our faculty due to the faculty/student ratio in our program, as well as the youth of our program, and relative inexperience of our overall faculty.

         We have lost 2 faculty within last 2 years. Our program coordinator (Andrew Hatchett) left in the Spring 2016 semester; now works at place with 10:1 student/faculty ratio compared to our 70:1. Our other faculty member (Carolyn Albright) was here for one year (2015-2016), and it is unclear why she left but there were concerns with the issues raised above.