

December 14, 2021

Dear Lois Geist,

I wanted to respond to you regarding the College review and any factual errors. There are only a couple of points I would like to share:

- I. On page 13, the carry over paragraph it indicated that “last year 24 faculty lines were authorized and 67 were hired.” This is not true. Here are the statistics on overhiring:
  - a. Authorized 24 searches for FY18 – Actually hired 37 TT & IT
  - b. Authorized 20 searches for FY19 – Actually hired 67 TT & IT
  - c. Authorized 18 searches for FY20 – Actually hired 38 TT & IT
  - d. In FY 21, only 8 searches were authorized and we did 18 as the 8 did not include opportunity hires OR spousal hires. We missed our budgeted amount in FY 21 by 3.
- II. On page 15, last paragraph feels like an overreach and some of the information expressed actually involves the Graduate College and not CLAS. Pointing out those facts is getting a little in the weeds but I wanted to note it.
- III. Regarding the DEI statistics, the numbers are so small, that there were questions regarding the relevancy and accuracy. The review committee is zeroing in on retention efforts of the DEI faculty and the initiatives that are occurring were not noted. Therefore, these numbers don’t seem to take into account the last 18 months.
- IV. The final thing discussed was that there is nothing in the report noting that this review is over a 7-8 year period. It reads as those all issues and concerns are related to the current team in place. It was felt that somewhere it should be noted that the team who conducted this review had been in place for less than a year.

Sincerely,



Sara Sanders, Ph.D, MSW

Professor

Dean of the College of Liberal Arts and Sciences

Director of DEI

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