

July 2, 2021

Dear Faculty and Staff:

I hope you are having a safe, restful and productive summer. Whether you are teaching, conducting research, or preparing exhibits or performances, your contributions are vital and valued in our quest for even greater academic quality. Thank you for your ongoing commitment and support of this lofty but achievable goal.

As mentioned in the [final weekly](#) of the spring 2021 semester, my plan is to send these updates twice in the month of June and once in the month of July. If you have suggestions for what we should include in future communications, please send your ideas to this [email address](#). Previous newsletters are available [here](#).

**Road to R-1/Scholarly and Creative Excellence**

**Informing decisions about open faculty positions** This week, members of my

time faculty. This analysis showed areas that might merit further examination if there is a large proportion of adjunct faculty. It does not provide information about reasons for higher proportions of adjunct faculty (e.g., clinical supervision, creative/performing arts specialists, industry specialists, etc.).

This file listed every instructor associated with every course from spring 2021.

- **Student-faculty ratio calculated by: a) major and b) student credit hours**  
These ratios were calculated, by department, ba

- **Theoretical-to-actual course coverage** This file examines the theoretical number of sections taught within a department each year as calculated by the number of full-time faculty (TT and NTT). The theoretical coverage was calculated using the SMU workload policy with these estimates: 2:2 for tenure line faculty and 3:4 for non-tenure line faculty. This assumed some, but not all, of the normal variance that can be attributed to the following (non-exhaustive examples): in-load reduction for administrative roles (chair, center/institute director, program director); in-load reduction for research-intensive faculty with and without external funding; in-load increase for non-active research faculty; reduction for all types of faculty leaves). Contextual interpretation is required, as this is a high-level overview only.
- **Analysis of strategic cluster hire opportunities** This folder contained conversations from the spring town halls to discuss cluster hires, proposals/suggestions for cluster hires received after the town halls, and additional information related to R1 priorities, including an analysis of research expenditures/research space ratios.

We will announce open faculty searches for academic year 2021-2022 following the July 29 half-day Deans retreat.

**Increased transparency and alignment in Promotion and Tenure guidelines** In this year and with a focus on maintaining academic continuity and excellence, we are pleased that faculty whose scholarship and performance were impacted by the



