

**WORKFORCE PLANNING
SUMMER 2017**

STAFF HIRING

In late winter 2016, three workgroups composed of staff and faculty representatives were asked to develop recommendations for how UC Merced could shape the expansion of its workforce in order to advance the University's teaching, research and public service mission — within the expected amount of resources available to the institution.

The workgroups were focused on the following areas: (1) Research Excellence and Academic Distinction; (2) Student Success; and (3) Organizational Efficiencies and Sustainability. Their hiring plan recommendations are listed below.

A. Implement Multiyear Hiring Plan for 44 new staff FTE in ten areas

Based on the recommendations received, hire up to 44 new staff FTE (“Full-time equivalent”) during the next two fiscal years at a budget cost of approximately \$3 million.

The approved new staff hires will be in the following ten areas:

1. Graduate, undergraduate and transfer admissions
2. Academic advising
3. Graduate student support
4. Student life and student health services
5. Instructional support
6. Faculty administrative support
7. Library curation and management of faculty research data
8. Research computing
9. Support for faculty research
10. Academic assessment

B. Supplementary Considerations

In addition to the ten areas listed above are several other critical positions, including an additional public safety officer that will be needed when the [Downtown Campus Center](#) opens next spring. The goal is to find dollars for these additional positions through a careful review of and possible repurposing of existing vacant positions.

In addition a \$65,000 permanent augmentation has been authorized for the Library for the acquisitions of books and other publications needed to support the scholarly work of faculty and their students.