**Faculty Complement Recruitment Guidelines 2015-2020**

1. **Replacement of Retirements and Resignations.** When a faculty member retires or resigns from his/her position, the School/Department will retain this position for future recruitment according to criteria outlined below. This will allow the academic Units to improve and sustain quality in their education and research programs. **Note that this is contingent on the School/Department achieving its undergraduate and graduate student enrollment targets over a three year rolling basis.**
2. **Net New Faculty Positions.** Up to 20 net new faculty positions will be created in the Faculty of Health as the new SHARP budget model is fully implemented (beginning 17-18) based on priorities from the ‘Health@2020’ Academic Plan 2015-2020. Each year proposals for these positions will be sought from the School/Department according to the criteria outlined below. Some of the positions will be used to support strategic initiatives in education (eg. new Global Health BA/BSc program) and research (eg. Canada First Research Excellence Fund). **Note that this is contingent on the Faculty implementing new undergraduate and applied Masters programs for enrollment growth, and achieving its overall undergraduate and graduate student enrollment targets over a three year rolling basis.**
3. **Criteria for Faculty Hires**
   1. Describe how this recruitment will have positive impact on the School/Department’s ability to meet undergraduate and graduate student enrolment target and student retention.
   2. Describe how this recruitment addresses a strategic need and priority in the Schools/Department with respect to Education (eg. experiential education, eLearning, first year experience).
   3. Describe how this recruitment addresses a strategic need and priority in the Schools/Department with respect to Research (eg. building capacity in strategic areas).
   4. Describe how this recruitment aligns with strategic opportunities and priorities in the Faculty of Health’s five year academic plan (2015-2020) and the University Academic Plan (UAP).