

10. Faculty Hiring

History of hiring.

In the seven years since the last review of the department was conducted, there has been almost a 50% turn over in personnel while number of tenure track faculty and the size of the individual programs have not changed significantly (Tables 5.1, 5.2).

Table 5.1 Tenure Track Faculty in MEAS in 1999

Earth Science	Marine Science	Atmospheric Science
Cavaroc	Blair	Aneja
Fodor	DeMaster	Arya
Hibbard	Janowitz	Davis
Kimberley	Kamykowski	Lin
Leithold	Pietrafesa** (head)	Raman
Showers	Wolcott, T.	Saxena
Stoddard	Knowles	Koch
Drake	Morrison	Riordan
Evans	Shaw	Semazzi (joint with math)
Snyder	Wolcott, D.	Watson
	Eggleston	
	Xie	

(10) (12) (10) total 32

Note: highlighted individuals are no longer with the institution.

Tenure-Track Faculty, Fall 2006

Earth Science	Marine Science	Atmospheric Science
Fodor	Blair	Aneja
Fountain	DeMaster	Arya
Hibbard	Eggleston	Lin
Kimberley	Janowitz	Raman ** (phased retire.)
Leithold	Kamykowski	Semazzi (joint with math)
Showers	Pietrafesa *** (assoc.dean)	Lackmann
Genereux	Wolcott, T	Zhang
Clarke	Xie	Aiyyer
Schweitzer	He (as of 1/07)	Meskhidze
	Shaw	Parker
	Bohenstiehl	Yuter
	Cudaback	
	Liu	

(9) (13) (10) Total 32

Note: Raman, who is on phased retirement, is no longer an official tenure track faculty member. Pietrafesa is now in the Dean's office. Highlighted individuals have been hired since 1999

The turnover in tenure track lines does not tell the whole story of changes in the department however, as there were several non-tenure track faculty who play important roles in the department. Each of the four faculty listed in Table 5.3 taught regularly scheduled core courses in our department.

Table 5.3 Long-Term Non Tenure-Track Faculty in MEAS

Individual	Discipline	Contribution
Tom Hopkins	Marine Science	Taught regularly
Dale Russell	Paleontology	Taught regularly and research direction
Reese Barrick	Paleontology	Taught regularly and research direction
Dev Niyogi	Atmospheric Science	Taught regularly

Table 5.4 Current Non Tenure-Track Faculty teaching regularly in MEAS

Individual	Discipline	Contribution
Brian Eder	Meteorology	Teaches 4 intro sections /year
Jeff Reid	Geology	Supervises intro geology labs

Recent Hires

A list of the last 12 hires with their areas of specialization and a brief explanation of how they fit into our program is attached as an appendix.

Current Hiring Status and Future Plans

The department has been authorized to search for two tenure track faculty in Fall of 2007. These searches will fill currently vacant lines. Hires are made on current need; at this time the primary needs are for a geomorphologist/surface processes person to revive our coastal processes program in earth science and a data assimilation person in meteorology. Our required field course in coastal processes was not offered this year due to the lack of a qualified instructor. As coastal erosion, beach nourishment and related land use problems are among North Carolina's critical geologic issues, students have great interest in this area. The development of a strong coastal processes program is viewed as essential to our geology major. Data assimilation was identified as a major need in our program two years ago and a joint initiative with statistics was developed; it was not funded. We are supporting statistics efforts to add a position in this area as well.

Meanwhile we are submitting a compact plan, the official method of requesting growth lines, for additional positions. Our compact plan (which will be completed by November 15) outlines the department's plans and aspirations. A draft is attached to this report as an appendix. To summarize our still evolving plan: Our concept, which was developed four years ago in the previous round of compact planning, is to unify the department by adding people at the interfaces of our fields. A hydrometeorologist will bridge between our water resources group and our meteorologists. A surface processes person working on beach and near shore erosion processes will bridge our sediment transport and marine geology groups and a remote sensor will contribute to all three disciplines. Our vision is

to develop an earth systems approach in which we integrate our areas of expertise to study the closely coupled hydrologic and atmospheric systems.

Our vision for the future, including a list of the next five proposed hires, is attached as the appendix titled “compact plan.” The compact plan is the process the university uses for each unit to set out its plans for the future. The plan is then approved at the college level and forwarded to the provost. This year’s cycle is now in progress, our plan is due to the dean on November 15. Thus we are in the midst of drafting the document. We have had two faculty meetings to discuss it and have not yet received final guidance so the document in the appendix is a draft.