

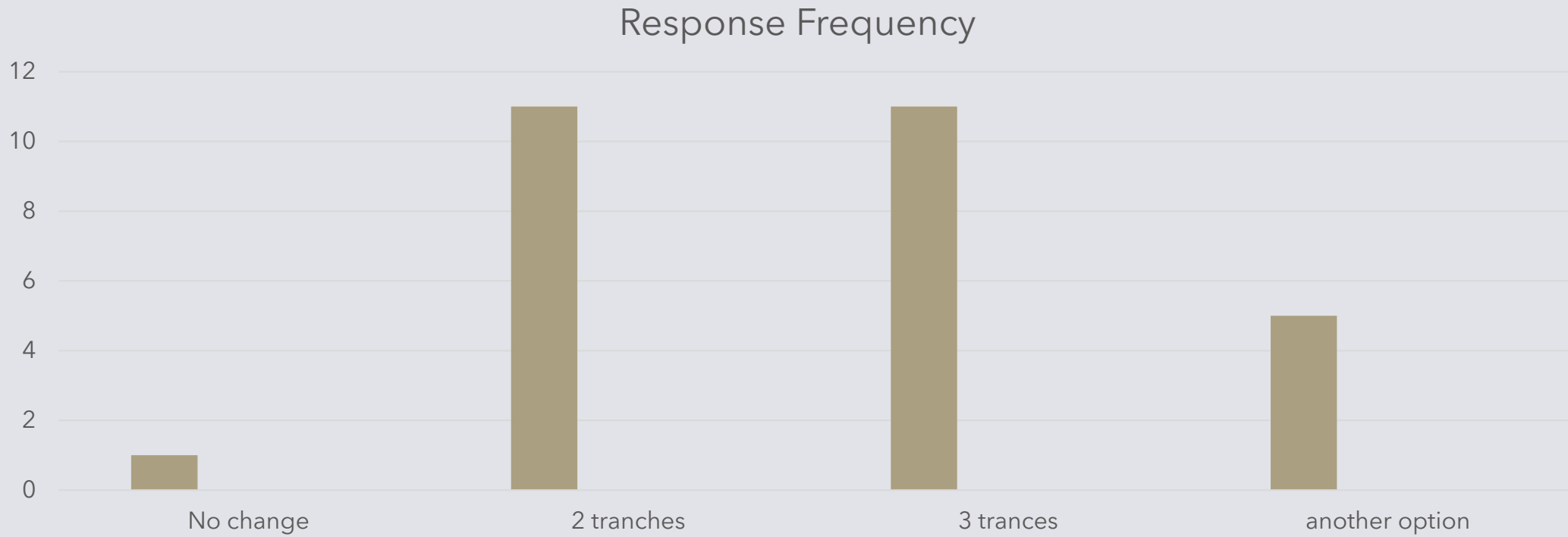


## *ATR Survey*

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It's a tie!

# *Overwhelming support for release in tranches*



# *Speed*

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The earlier the better/Streamlining the process is welcome step.

especially for disciplines that typically hire in Aug.

Will the fiscal budget be clear enough by the first tranche release to support a 50% release?

The separation between ATR and PCR slows the process.

Funding sources need to be identified before ATR approval

Why then the second stage to approve funding?

Why does it take months rather than days?

For the later tranches, is it possible to shorten the EEO and HR approval times?

# *Fairness*

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Concerns that some groups would be prioritized for first tranche:

- Types of hires TT, staff, etc. ?
- Disciplines (e.g., STEM?)

Will there be an effort to spread out hires in first tranche?

Will there be an effort to avoid having some departments wait for all of their requests, placing them at a disadvantage?

Need process to apply to all chairs. Consistency, fairness.

## *Other aspects of the process*

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Need some flexibility so that a few hires can be considered year round, allowing chairs to capitalize on emerging opportunities. (This may be key for clinical departments that are less tied to the academic calendar)

Clarity in communications about the tranches will be important.

Need feedback on decisions.