

Dear Colleagues,

I write on behalf of the Faculty Resource Committee (FRC) with information about the 2016-17 search process, which you received as a memo at the January 25th/26th Chairs' meeting. Below you will find background information, and details about the search timeline and search request process.

### **Background**

We expect to be able to authorize between 35 and 45 new searches across the FAS for 2016-17, of which roughly two thirds will be at the junior level. Most of those searches will be fully supported by departmental (D) slots.

In addition, there will be a total of 10 pool (P) slots available across the FAS for 2016-17 searches. Four of these pool slots (or 8 half-slots) have been specifically allocated for appointments that add diversity to our faculty; the remaining six pool slots (or 12 half-slots) will be available to support overall academic excellence, including new academic fields of inquiry, faculty diversity and spousal initiatives, areas of intense teaching need, interdisciplinary academic activity and targets of opportunity.

If you have questions about your departmental slot resources, or about the process for requesting a pool-supported search, your area committee chair or dean (Amy Hungerford (humanities), Alan Gerber (social sciences), Dan DiMaio (biological sciences), Scott Miller (physical sciences), Kyle Vanderlick (SEAS)), FAS senior associate dean (John Mangan (humanities)) or FAS associate dean (Bob Burger (social sciences; sciences)) would be happy to meet with you.

Searches on departmental slots that went unfilled in 2015-16 can be expected to continue in 2016-17. Such searches will be counted in the 2015-16 (rather than in the 2016-17) "tally." If you have an unfilled search that you would like to continue in the same field at the same rank, you need not resubmit a request. If you would like to change the field or rank for which you are searching, please contact your area chair by mid-April to discuss the proposed change.

We realize that this year's searches and other comings-and-goings may not have resolved by March and that in some cases you will be making requests contingent on those outcomes. While we plan to approve most 2016-17 searches by the end of May, we will leave some search approvals and slots in reserve to accommodate late requests that are the result of these sorts of unanticipated events and of late-breaking opportunities throughout the year.

### **2016-17 faculty search requests timeline**

**March 4th** | Departments' search request lists for searches on departmental slots should be submitted to the FAS Dean's office. Requests for pool-supported searches should also be submitted at this time. Please submit your request by filling out the form available at <http://fas.yale.edu/fas-search-request-form>. (Late requests may also be submitted, but we may not be able to respond to such requests on the timetable below.)

**March 7th** | Search request lists will be distributed to area committee chairs.

**March and April** | Area advisory committees will review requests for searches on departmental and pool slots, and prepare recommendations for review by the Faculty Resource Committee (FRC).

**April and May** | The FRC will meet regularly during the months of April and May to discuss and approve search requests for 2016-17. We hope to be able to provide responses to the majority of spring requests by the end of May.

**June, July, August** | Late-breaking search requests will be considered by a summer subcommittee of the FRC.

### **Request process**

Search requests should be submitted to <http://fas.yale.edu/fas-search-request-form>. Your request should include the following information.

Note: that if you are proposing a joint search with another department or program, only one of you needs to submit the request. Please do not submit such a request unless both departments/programs have agreed on the area and level for the proposed search.

- (1) What is the resource base for the request? (On the search form, you will be asked to identify the slot basis for the requested search. If you are proposing a joint search with another department or program, or a search supported fully or partially with a slot from the FAS pool, you will be able to indicate that on the form.)
- (2) Is the request for a junior, senior or open-rank position, and why?
- (3) In what area(s) are you proposing to search?
- (4) What is the rationale for this search?

-Why is this an important area for you to search in? How would hiring a candidate in this area help enhance existing departmental/programmatic/university strengths, capitalize on existing opportunities, and/or fill existing gaps?

-How does this search fit into your department/program/division's long-term plans, both in terms of research and in terms of teaching? How important do you expect this area to be in the next decades?

-What role would you expect the candidate to play in the teaching and mentoring of undergraduates (including majors, non-majors, and students in cross- and interdisciplinary programs), of graduate students, and (where relevant) the mentoring of post-doctoral fellows and junior faculty? How does this fit into your department or program's long-term teaching plans?

-How strong and diverse is the candidate pool likely to be in this area? Is this search likely to produce a diverse field of excellent candidates?

- (5) What other resource needs will be associated with the hire (laboratory spaces, library resources, special teaching facilities, equipment and setup funds, etc.)?

(6) If your department or program is requesting more than one new search for 2016-17, please rank these searches clearly in relation to one another. Leaving them unranked defers judgment of a department's priorities to the FRC.

**Concluding thoughts**

We welcome your feedback and suggestions for future improvements to the faculty search authorization process, and we look forward to receiving your departments' and programs' requests.

Yours,

Tamar, on behalf of the 2015-16 Faculty Resource Committee

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**Faculty Resource Committee: 2015-16**

- **Tamar Gendler**, FRC Chair; Dean, Faculty of Arts and Sciences; Vincent J. Scully Professor of Philosophy; Professor of Psychology and Cognitive Science
- **Steven Berry**, David Swensen Professor of Economics and Professor of Management
- **Lynn Cooley**, Dean of the Graduate School of Arts and Sciences; C. N. H. Long Professor of Genetics and Professor of Cell Biology and of Molecular, Cellular, and Developmental Biology
- **Craig Crews**, Lewis B. Cullman Professor of Molecular, Cellular, and Developmental Biology and Professor of Chemistry
- **Daniel DiMaio**, Chair, Biological Sciences Advisory Committee; Waldemar Von Zedtwitz Professor of Genetics and Professor of Molecular Biophysics and Biochemistry and of Therapeutic Radiology
- **Alan Gerber**, Chair and Divisional Director, Social Sciences Advisory Committee; Charles C. and Dorathea S. Dilley Professor of Political Science and Professor in the Institute for Social and Policy Studies, of Economics and of Public Health (Health Policy)
- **Jonathan Holloway**, Dean of Yale College; Edmund S. Morgan Professor of African American Studies and Professor of History and of American Studies
- **Amy Hungerford**, Chair and Divisional Director, Humanities Advisory Committee; Professor of English and of American Studies
- **Scott Miller**, Chair and Divisional Director, Physical Sciences and Engineering Advisory Committee; Irene du Pont Professor of Chemistry
- **Brian Scholl**, Professor of Psychology
- **Daniel Spielman**, Henry Ford II Professor of Computer Science and Professor of Mathematics
- **Jing Tsu**, Professor of East Asian Languages and Literatures and of Comparative Literature
- **Kyle Vanderlick**, Dean of the School of Engineering & Applied Science; Thomas E. Golden, Jr. Professor of Chemical and Environmental Engineering