

Midcareer Professor Hiring Initiative

Important dates

- 12/10/15 open posting
- 2/1/16 begin school-level review of all complete applications
- 5/1/16 close posting
- 6/30/16 hire date

The Ad

“Multiple Tenured Positions: UCI 2016 Midcareer Professor Hiring Initiative”

UCI is engaged in ambitious strategic expansion and seeks to hire tenured Associate to early Full Professors with distinguished publication (or creative endeavor) records and upward trajectories in their research profiles. This special initiative is independent of other specific search announcements. We will build on the existing strengths of our faculty campuswide, fortify our commitment to diversity, and consider interdisciplinary, transdisciplinary, and convergent science scholars for hire in general campus units.

Currently celebrating its 50th anniversary, the University of California, Irvine is part of the premier public university system in the world. UCI is a member of the Association of American Universities and was recently named by *U.S. News & World Report* as a top ten public university and by the *New York Times* as No. 1 among U.S. universities that do the most for low-income students. UCI is located in one of the world’s safest and most economically vibrant communities and is Orange County’s second-largest employer, contributing \$4.8 billion annually to the local economy.

Applicants are expected to have advanced degrees and publication/creative endeavor records commensurate with appointment levels in each school.

For application instructions, please go to <https://recruit.ap.uci.edu/apply>. Applications received by February 1, 2016 will receive fullest consideration, but we will continue reviewing files until all positions are filled.

The University of California, Irvine is an Equal Opportunity/Affirmative Action Employer advancing inclusive excellence. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, protected veteran status, or other protected categories covered by the UC nondiscrimination policy.

Description of Initiative, for Deans and Equity Advisors

We are searching for extraordinary midcareer scholars who are already distinguished, whose research/creative endeavor profiles are on upward trajectories, and who will consider moving to UCI. These hires must meet important additional criteria; they must:

- Tie into your school’s strategic plan
- Address workload needs, including increasing PhD enrollment
- Advance inclusive excellence of faculty and/or graduate students

Consider candidates working within and across disciplines, particularly those participating in convergent disciplines in their areas of study, and consult with your Equity Advisor.

We ask that you have your faculty identify the most highly successful mid-level (Associate to beginning Full Professor) candidates and have them apply to Midcareer Professor Hiring Initiative (through the above ad).

We will give you access to the pool of applicants in your school. After an interview and vote by the hiring department, schools may nominate 1 or 2 candidates to the Provost to be hired through this program. Please note that only a select number of proposals will be funded campuswide.

Please send nominations to Vice Provost for Academic Planning Judith Stepan-Norris (jstepann@uci.edu) by March 7th. Shortly thereafter, the Provost will award FTE from among these nominees. If FTE remain, he will consider candidates on a rolling basis thereafter.

Each nomination from a school should include:

- Applicant's C.V.
- A nomination letter (two page maximum) including:
 - Level of support in the hiring department
 - A description of the candidate's extraordinary record and trajectory
 - How the candidate fits into the school's strategic plan
 - If any, the candidate's participation in cross-disciplinary studies or convergent science
 - How hiring the candidate will address the school's workload issues, including increasing PhD enrollment
 - How the candidate will contribute to inclusive excellence of faculty and/or graduate students in your school
 - Information on the candidate's level of interest in coming to UCI

Note that after the Provost awards an FTE to the school, the appointment still needs to undergo formal review. School staff will prepare a full appointment file, which should contain all the standard documentation for a professorial appointment, and it will be forwarded for formal review in accordance with normal academic personnel procedures, including review by the Council on Academic Personnel and approval by the Provost and Executive Vice Chancellor.

Attention assistant deans and chief personnel officers

In addition to the information provided above, please note the following processes:

- Rachel Corell, Project Manager in the Office of Academic Planning (rcorell@uci.edu; x1326), will create 14 separate search plans and 14 separate recruitment plans – one for each school. She will also create one set of plans for the master ad, which will be used as a landing page for applicants.
- These recruitments will be at the school level rather than the department level.
- We are creating the plans with the deans (director or chair for HS units) as the search committee chair, but are asking that this be changed at the unit level if warranted.
- Minimum qualifications include education and a research or creative record commensurate with rank.
- Applicants are required to submit a cover letter, CV, diversity statement, and list of references.

- CPOs are being asked to enter
 1. appropriate specializations (if more than 5 are needed, please contact Max Garrick in OIT)
 2. HERC categories
 3. school-level contact information
 4. search committee members (and change the chair, if appropriate)
 5. affirmative action goals
 6. planned search and recruitment efforts
 7. basic qualifications (have been entered as PhD; only change if necessary)

No other changes are permitted, as these recruitments roll into one campus-wide initiative and data will be aggregated to evaluate success.

- We have arranged for customized approvals in AP Recruit for search plans and recruitment plans within this initiative, such that the list of approvers below will be required. Approvals need not occur in sequential order, although Gwen Black will not approve until all other approvals are complete.
 - School's Equity Advisor
 - Chief Personnel Officer
 - Dean (or Director or Chair for HS Units)
 - Vice Provost Haynes
 - Vice Provost Stepan-Norris
 - AP Analyst Vongsawat
 - Vice Provost O'Dowd
 - Office of Equal Opportunity and Diversity (Gwen Black)
 - Schools will manage their own recruitments.
 - The Office of Academic Planning will run the ad above, electronically only, in the Chronicle of Higher Education. We will run the ad as soon as the recruitments are all approved and ready for applicant interface.
 - We have outlined the nomination process above.
 - In the event a nomination is not accepted by the Provost, a dean may choose to request approval to fund (at the school-level) a candidate's hire without re-posting the search. The Dean would need to write a request memo to Vice Provost Stepan-Norris addressing the following:
 - The candidate is qualified for this Initiative
 - Extraordinary mid-career scholar who is already distinguished
 - Has research/creative endeavor profile that is on an upward trajectory
 - How hiring the candidate advances the school's strategic plan
 - How hiring the candidate addresses workload needs, including increasing PhD enrollment
 - How the candidate will advance inclusive excellence of faculty and/or graduate students
- And, confirming that**
- The specific hiring process for the Midcareer Professor Hiring Initiative is followed.