



October 21, 2015

FACULTY, DEANS, CHAIRS, AND DIRECTORS

RE: High Impact Hiring Plan & Call for Proposals

Dear Colleagues:

I am pleased to invite the first round of 2015-16 High Impact Hiring Plan (HIHP) proposals. As a result of ongoing assessment of the HIHP process, we have made some changes in procedures for this round. Please **note new information in bold** following the program description below.

Begun in 2013-14, the HIHP has leveraged our pool of resources to recruit new general campus faculty who are most likely to have a transformational effect on the quality, reputation, and impact of our academic mission. In the first year, we selected three HIHP proposals: fMRI Neuroimaging; Air Quality and Climate Change; and In Vivo In Vitro. Through two calls in 2014-15, four additional proposals were awarded: Field Hydrology; Critical Theory; Salivary Bioscience; and Restoring Opportunity through Educational Interventions. These projects all embody the full intent of the HIHP.

This year, the intent of the program remains, but it has been expanded to clearly include the School of Medicine (SOM). SOM faculty are eligible to submit proposals and other schools may submit proposals that include hires in the SOM; however, all proposals involving the SOM will require Dean/VCHA Federoff's review and signature prior to submission. He will review the merits of each proposal to determine his level of support, as well as whether he will commit an FTE and/or other financial resources should the proposal be awarded.

We seek to recruit prominent and influential faculty leaders whose scholarly, scientific, and creative accomplishments and career trajectories promise to accelerate our ascendancy among the ranks of globally preeminent research universities. Candidates may be eligible for appointment at the level of Chancellor's or Distinguished Professor (pending review as usual), but we also encourage consideration of candidates with exceptional accomplishments and extraordinary promise at somewhat earlier stages of their careers.

Senior leadership appointments, called primary hires, will be supported by additional FTE at lower levels, with the option of linking up to five more junior positions with each primary hire. In most cases, in order to encourage broader impact, at least one or two of the less senior positions should be in disciplines other than that of the primary hire. Clustering positions around each of these distinguished appointments should increase opportunities for successful high-level recruitment by demonstrating the campus's commitment to outstanding research and global impact in the selected field.

Funding for positions allocated through this initiative require cost sharing between the central campus and the participating units.

Recruitment may begin as early as winter 2016, but may remain open until filled, pending an approved hiring schedule. In addition to the HIHP, other hiring will proceed as usual, including the Career Partner Program, the Distinguished Professor Program, the President's Postdoctoral Fellowship Program, and turnover positions already allocated to the schools.

As is the case whenever we seek to recruit new faculty to our campus, our commitment to a culture of inclusive excellence requires us to consider a diverse cross-section of highly accomplished scholars and researchers. We recommend that, as faculty and programs design their HIHP, they work in consultation with their schools' Equity Advisors who will assist in addressing how the proposed positions might build on and advance the campus's commitment to diversity and inclusion at all levels. In addition, HIHP continues to target the recruitment of high impact scholars whose research itself focuses on diversity and inclusion. To reinforce the link between our research agenda and continuing development of our graduate programs, special consideration will also be given to proposals that strengthen our participation in the Diverse Educational Community and Doctoral Experience (DECADE) initiative.

Full proposals are due to the Office of Academic Planning by 10:00 a.m., Tuesday, November 17, 2015, and should be submitted electronically, as a complete package, to provost@uci.edu. In the interest of our ability to respond quickly, proposals received after the due date will be considered in the next round of reviews, currently planned for late February, 2016.

Primary hire(s) must be fully vetted (reviewed and voted on as acceptable to invite for an interview). You may propose specific cluster hires or indicate areas of specialization for cluster faculty. All cluster positions require a search if the proposal is funded.

Please follow this outline when preparing your proposal, and **limit your proposal to 5 pages, not including letters of support and CVs.**

- I. **[Approx. one-half page]** Proposal Overview
 - a. Proposal title or topic
 - b. Proposer's(s') name(s), units, and UCI email address(es)
 - c. Senior nominee's(s') name(s), **current institutions and positions**, and proposed primary UCI unit(s)
 - d. If identified, cluster candidates' names, **current institutions and positions**, and proposed primary UCI unit(s)
 - e. One paragraph executive summary of the proposal
 - f. Signatures from all relevant dean(s) [for SOM, this implies Dean/VCHA Federoff's support of the FTE request], chair(s) [indicating that the primary hire has been vetted], center or institute director(s), and your Equity Advisor regarding the nomination

- II. **[Approx. 2 pages]** Description of impact, including thoughtful articulation of the ways in which the individual would advance the University's standing, build on existing strengths, catalyze new inter-school or campus-wide initiatives, enhance our commitment to graduate education and outstanding undergraduate programs, and contribute to the diversification of our faculty community and scholarship; and a description of the major contributions that the individual has made to research and scholarship in his/her field. In other words, present a solid case for your proposal's potential high impact for UC Irvine.

- III. **[Approx. 1 page]** An account of how the proposed appointment will contribute toward the campus's commitment to diversity and inclusion. (Please consult with your unit's Equity Advisor.)
- IV. **[Approx. one-half page]** A description of extramural funding opportunities associated with the proposed plan.
- V. **[Approx. 1 page]** Information about proposed affiliated candidates for the associated cluster positions, if any, including how their scholarly, scientific, and/or artistic accomplishments contribute to the campus-wide objectives and recruitment strategies of the High Impact Hiring Plan. (Identifying affiliated candidates for a cluster is optional.)
- VI. **[Attachments]** The CVs of the senior nominee(s) and any affiliated candidates, plus evidence of the senior candidate's(s') likely interest in the position(s); and
- VII. **[Optional Attachments]** Letters of support from Chairs and Center Directors, if applicable (but not Deans).
- VIII. The Office of Academic Planning will solicit letters from deans summarizing their support for all proposals that involve their schools.

Proposals will be put through an extensive process of consultation with campus groups including the Academic Planning Group, academic deans, the ADVANCE Program Advising Committee, Distinctions Committee for appropriate candidates, and more specialized ad hoc groups of faculty as needed for expert assessment. Each group will provide me with a recommendation including 1) an assessment of whether the nominee meets the high standard of quality and impact that is required for appointment through this initiative, and 2) an assessment of the nominee's potential, in conjunction with the proposed cluster, to advance the University's standing in strategically significant ways. In light of this guidance, if I conclude that further consideration of the nomination is appropriate, I will initiate discussions with the pertinent dean(s) to develop a recruitment plan. All candidates will be subject to the normal review process for senior faculty appointments.

Any questions about this process or resubmitting previously-declined proposals should be directed to Judith Stepan-Norris, Vice Provost for Academic Planning, at jstepann@uci.edu.

Thank you in advance for your assistance in helping us identify and recruit this new group of outstanding faculty leaders.

Enrique J. Lavernia, Ph.D.
Provost and Executive Vice Chancellor
Distinguished Professor of Chemical Engineering and Materials Science