



February 22, 2016

FACULTY, DEANS, CHAIRS, AND DIRECTORS

RE: High Impact Hiring Plan & Call for Proposals

Dear Colleagues:

I am pleased to invite the second round of 2015-16 High Impact Hiring Plan (HIHP) proposals.

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 approved in Field Hydrology, Critical Theory, Salivary Bioscience, and Restoring Opportunity through Educational Interventions. These projects all embody the full intent of the HIHP. To date, we have made five HIHP hires – three primary hires in Field Hydrology, Salivary Bioscience and Educational Interventions and two hires in Air Quality.

Beginning in 2015/16, School of Medicine faculty are also eligible to submit proposals, and other schools may submit proposals that include hires in the SOM. However, due to the complexity of SOM FTE funding, all proposals involving the SOM will require Interim Dean Stamos' review and signature prior to submission. He will assess the merits of each proposal to determine his level of support, as well as whether he will commit financial resources should the proposal be approved

We seek to recruit prominent and influential faculty leaders whose scholarly, scientific and creative accomplishments and career trajectories promise to accelerate our ascendency among the ranks of globally preeminent research universities. Primary candidates must be nominated for appointment at the level of Chancellor's Professor or Distinguished Professor (pending review as usual).

Senior leadership appointments, called primary hires, will be supported by additional FTEs 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 topic.

The funding of positions allocated through this initiative requires cost sharing between the central campus and participating units.

Recruitment may begin as early as spring 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 Midcareer Professor Hiring Initiative, the Career Partners Program, the Distinguished Professor Program, and the President's Postdoctoral Fellowship Program, as well as for 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 proposals, they work in consultation with their school's 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, the 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, or DECADE, initiative.

Full proposals are due to the Office of Academic Planning by 10:00 a.m., Monday, April 4, 2016, 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 fall 2016.

Primary hires 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 deans [for the SOM, this implies Interim Dean Stamos' support], chairs [indicating that the primary hire has been vetted], center or institute directors, and your Equity Advisor regarding the nomination

- II. **[Approx. 2 pages]** A 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 interschool or campuswide 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]** A description of the proposed cluster and the academic units involved; if cluster candidates have been identified, also explain how their scholarly, scientific, and/or artistic accomplishments would contribute to the campuswide objectives and recruitment strategies of the HIHP
- 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.
- IX. At a later time, we will ask finalists to provide more detailed budget information.

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, the 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 that includes 1) an analysis of whether the nominee meets the high standard of quality and impact 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 ask finalists for more detailed budget information. After a review of that information, I will initiate discussions with the pertinent deans to develop recruitment plans for the proposals I select. 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