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**COUNCIL OF DEANS AND VICE CHANCELLORS
ACADEMIC SENATE FACULTY**

Re: Second round of the Faculty Hiring Investment Program (HIP) – Call for proposals

Dear Colleagues:

As I described in an earlier communication to faculty, the first round of the Hiring Investment Program (HIP) brought sixteen new colleagues to our campus this year, with nine further searches either underway or scheduled for launch. I commend the thirteen departments and seven schools/colleges/divisions involved in these searches for identifying and recruiting such stellar faculty, who join our other new hires in advancing, in so many fields and in such creative ways, our teaching, research and public service missions. A list of the new faculty hired to date through the 2014-15 HIP competition is posted [here](#).

I write today to announce the second round of the Hiring Investment Program and to solicit proposals for this program. As you know, the Hiring Investment Program provides additional resources to the schools, colleges and divisions to support senate faculty hiring in addition to positions funded through the standard budget process. As one element of the implementation strategy for the 2020 initiative, this program is directed specifically at investing in new senate faculty positions and is a critical component of our many ongoing investments in faculty, staff, classrooms and research facilities to advance the excellence of UC Davis.

From 2013-2022, the campus anticipates hiring more than 600 Academic Senate faculty, upwards of 200 to accommodate 2020-related growth and nearly 400 to replace senate faculty departing through retirements and separations. It is anticipated that approximately 60 (~10%) additional positions will be supported through the Hiring Investment Program, with search cycles beginning in the fall quarters of 2014, 2016 and 2018. The Office of the Provost will provide the salary and benefits to support these positions, and will set aside no less than \$6M for each cycle to partner with the relevant deans and departments for startup costs.

Proposals for hires under the 2016 Hiring Investment Program should address important campus strategic goals that might not otherwise be achieved through the approximately 90% of new hires that will be supported by funds already available to schools, colleges and divisions under the new budget model, and the proposals submitted should explain why the hires requested would be unlikely to be accomplished using these standard funding sources.

Rationales for HIP proposals might include, but are certainly not limited to, the following:

- the hiring of a group of faculty whose disciplinary focus or foci address(es) an important campus need but transcend(s) the boundaries between traditional departments, schools and/or colleges
- the hiring of faculty whose addition would extend the disciplinary range of a single department, school or college through creation of a critical mass in new areas and result in a transformative augmentation of that department
- the hiring of a group of faculty whose disciplinary focus or foci address(es) or whose pedagogic approaches are likely to make a significant contribution to helping the campus achieve its goal of improving diversity over the coming years

Based on our experience in the last round, we believe that proposals that request between two and four positions are most likely to succeed. However, we are open to proposals that request as many as six positions, and of course to a case being made for the provision of even a single position.

Linkages established across departmental and college/school boundaries are strongly encouraged where appropriate. Some proposals that were very strong in many regards and highly recommended in first round reviews were ultimately unsuccessful because of missed opportunities for productive engagement with one or more units elsewhere on campus. I urge proposers to make an extra effort not to overlook such opportunities for collaboration.

It is possible that proposals might come forward for hiring associated with the creation of new centers, institutes or programs. However, it should be noted in these cases that infrastructural support costs for such entities beyond standard faculty startup packages are not available through the HIP process, and would need to be identified separately.

Faculty who participated in the first round of HIP are welcome to participate again in this round, whether or not their first proposal was successful. Groups who are re-submitting an unfunded proposal identical or very similar to their original proposal from the first round should make contact with Faculty Advisor to the Chancellor and Provost Ken Burtis (kcburtis@ucdavis.edu) so that feedback from the original reviews can be discussed.

Submission of proposals. Any group of faculty is eligible to initiate a proposal, but it is strongly recommended that deans and faculty colleagues be consulted and included in the planning process as early as possible. Since all faculty hired will be housed in one or more departments, it is essential that proposals provide evidence of departmental support and specifically identify the proposed faculty home department(s). The main body of each proposal is limited to a maximum of six pages. A brief letter of support from each dean whose school, college or division is involved must accompany each proposal. It is anticipated that deans will be providing letters of support for multiple proposals; however, each proposal will be reviewed individually and deans are not expected to provide ordered rankings at this initial phase of the process. Additional letters of support may be appended as appropriate; for example, statements of support from the leadership of departments where hires are proposed will be considered as a positive factor. **Proposals should be submitted to the Office of the Provost (provost@ucdavis.edu) by Friday, February 5th.**

Two documents (Statement of Intent to Apply and Proposal Cover Sheet) will be required in addition to the main body of each proposal ([download documents here](#)). The first of these (Statement of Intent to Apply) should be submitted to kcburtis@ucdavis.edu as soon as work begins on a proposal, so that contact information for the principal author(s) is available to facilitate additional communication as the competition proceeds. The second attachment is a cover sheet to be submitted with the final proposal, which will include contact information for all participants, information about

the number and timing of positions requested, the possible departmental home(s), estimated startup costs, and an indication of whether space is or is not currently identified to house the new hires.

It is not necessary that all space issues be resolved in advance of proposal review, but it is important that they be clearly stated so that there will be no unexpected needs arising after the selection process is completed. Proposals should also make clear any unusual startup requirements expected for the searches proposed, recognizing that these can differ dramatically between different disciplines. Although units are welcome to note additional local investments that might leverage the proposed request, this will not be used as a significant factor in evaluating proposals. For proposals spanning departments or schools and colleges, information should be provided about the composition of the proposed search committee. Any complex issues surrounding the searches should be raised and discussed, with a goal of ensuring that processes operate smoothly under college and department control and minimizing unexpected complications after approval of specific proposals.

Questions regarding proposal submission or the review process should be sent to Ken Burtis (kcburtis@ucdavis.edu); responses to frequently asked questions will be posted online on the HIP [web site](#).

Evaluation process. Final decisions will be made after recommendations are received from both (1) a faculty advisory committee selected and appointed by the Provost and (2) the Academic Senate Committee on Planning and Budget, and following appropriate additional consultations with deans and other academic administrators. Nominations and self-nominations for membership on the advisory committee will be solicited in January 2016, with the goal of assembling a group representing as fully as possible the diversity and breadth of interests of the campus and avoiding insofar as possible conflicts of interest. The role of the advisory committee will be to provide an analysis of the strengths and weaknesses of the proposals submitted.

Criteria to be considered by the advisory committee. The goal of each proposal should be to achieve positive and transformational impacts on some aspect of the research, teaching and service missions of the campus. Although proposals will be reviewed holistically, there are certain attributes that may be of particular significance in determining the relative merits of competing proposals. These include:

- Addressing a key strategic campus goal that might not be met through other funding mechanisms
- Leveraging significant campus strengths while adding a new dimension
- Attracting stellar faculty – junior, mid-career, senior – to campus. As always, the VP-AA must approve all search waivers (e.g., for TOE recruitments) and appointments above Assistant Professor Step III, but some of these may be appropriate as part of coordinated hiring strategies. TOEs may be included in a proposal, but note that they are by definition limited in number and no proposal should turn solely on attracting a particular individual.
- Significantly advancing campus goals for diversity (racial, ethnic, gender, cultural, etc.)
- Making a significant positive impact on some important aspect of graduate education, e.g., addressing an emerging field of research that might lead to a new graduate program or strengthen an existing one
- Making a significant positive impact on some important aspect of undergraduate education, e.g., supporting the development of a new major of societal importance or responding to new trends in pedagogy or anticipated needs arising from evolving student demographics (socioeconomic, racial, ethnic, cultural, etc.)
- Increasing the competitiveness of the campus for new sources of extramural funding

- Aligning with the goals of the Vision of Excellence, the 2020 Initiative, and the emergent University of the Twenty-first Century
- Intersecting synergistically with one of the existing ORUs or Centers on campus

This list is not meant to be exhaustive or prescriptive, but rather to provide some guidance as to the issues that will be considered by the advisory committee, the Academic Senate Committee on Planning and Budget and the Provost. It is anticipated that final decisions for the first round of proposals will be communicated to the campus by mid-April 2016.

Sincerely,



Ralph J. Hexter

Provost and Executive Vice Chancellor

c: Chancellor Katehi
Council of Deans and Vice Chancellors