Overview:
To accelerate its rise, UCR needs to grow and to develop critical mass in areas of importance to California, the nation and the world. We plan to add 300 faculty between 2014 and 2020. This is an unprecedented opportunity for UCR, and it is essential that we use it to grow not only in size, but in quality as well. It is equally essential that we work to build a faculty that better represents the diversity of our student body.

An initial round of new multi-year recruitments will be authorized in the spring of 2015 according to a competitive proposal process. Recognizing that needs can be defined at different levels, and that good ideas can come from many places, proposals can be submitted by individuals, teams, departments/centers, or schools/colleges.

Objectives:
The overall objective is to advance towards the goals of the UCR 2020 plan, including enhancing UCR’s performance on AAU membership metrics. To do this, we need to:
1. Hire scholars with promise for excellence in both research and teaching.
2. Build nationally visible programs.
3. Diversify the UCR faculty.

Proposals:
Proposals may be submitted by individuals, groups of faculty, or organized units such as departments, centers, schools, and colleges. Proposals must be submitted using the template below. Individuals and groups contemplating submitting a proposal are strongly encouraged to discuss the proposal with the relevant chairs, directors and deans, as support from those levels will be taken into account in allocation decisions. They should also consult the Vice Chancellor for Research and Economic Development to consider wide fit and support.

Process:
Proposals will be reviewed by the Dean’s council as well as by a faculty panel convened by the VCREd and including representation from the Senate. Final decisions will be made by the Provost/EVC in consultation with these groups.
- Individual deans will be asked to prioritize proposals that include hires in their respective schools/colleges.
- After an initial review, the Provost and VCREd may request revised versions of some proposals, or recommend the combination of proposals that appear to overlap or complement one another.

Criteria: Proposals will be evaluated according to the following criteria:
- Potential of attracting exceptional recruits.
- Likelihood of increasing performance on appropriate competitive metrics (e.g. prestigious fellowships, federal funding, etc.).
- Potential to bring programs into the top quintile nationally.
- Potential to put UCR at the leading edge of emerging fields.
- Likely contribution to faculty diversity.
- Synergy with existing programs.
UCR Faculty Hiring Program: Call for Proposals
December 2014

Timetable:
- Meetings to answer questions about proposals and process: January 2015
- Proposals due in Deans’ Offices: February 27, 2015
- Proposals due in Provost’s Office: March 13, 2015
- Initial allocations will be made by May 1, 2015.

Proposal Submission Template

NOTE: Maximum proposal length is three pages (12 point font). If more information is required, you will be asked to submit additional material. Submit proposals in .pdf format to Elaine Winn at elaine.winn@ucr.edu

Title of Proposal:

Main Contact (with email address):

Goal: (in one sentence):

Describe the research area in up to 2 pages. Please address:

- The future importance of the research area.
- The assets UCR already possesses that will contribute to building a leading program.
- Whether the proposal cross departments or schools/colleges, or is aimed at a single unit. (please provide approval lines with signatures for the relevant leaders).

State the number of hires requested at the assistant, associate, full levels and rationale; salary and startup for each hire; and the timetable for hiring (maximum of three years).

Can the hires be accommodated by reallocating the proposing units’ current space, or does the plan rely upon an additional allocation of space? If more space is needed, how much, and of what type (office, dry lab, wet lab, etc.)?

What measures are envisioned in this proposal to attract a diverse pool? What have the units involved already done to increase the diversity of the faculty?