President’s High Impact Hires Initiative  
Iowa State University  

September 3, 2013

Synopsis

• $1.5M in new state appropriations has been set aside for the hiring of tenured and tenure-track faculty in areas of high impact to the university and Iowa.
• The goals are to build the faculty ranks and add to those hires made by the academic colleges using resources available to them through the general fund. In particular, the program is not intended to displace or supplant college resources, resulting in reallocation to areas other than faculty hiring, nor to reduce hires made through college resources, but rather to leverage from them.
• The funds are recurring, will be incorporated permanently into college budgets once a hire is made, and will be used for salary and benefits. Startup packages will be administered using the normal process. Program funds that are unallocated for salary and benefits in FY14 will be used to underwrite startup packages. If a recruitment supported by the initiative is not made during the FY14 recruiting cycle, the commitment will revert to the initiative for future reallocation.
• Depending on the availability of funds, and to the extent that additional state appropriations become available, the intention is to continue this program in the future on a multiyear basis.

Procedure

• College deans will develop concepts and discuss them with the SVPP prior to preparing a written proposal.
• Following that initial vetting of concepts, college deans will prepare concise proposals and submit them to the SVPP by September 30. If a dean submits multiple proposals, they will be priority-ranked by the dean.
• The process is intended to be thoughtful but not burdensome, and such that the span of proposals received is only modestly greater than the resources available.
• The format of the proposal includes a cover page, in prescribed format using the template provided, supplying basic information about the proposed hire, and a narrative that is no more than two pages in length.
• The SVPP will make allocation decisions based on the values and considerations described next and as addressed in the deans’ proposals. All proposals must address these two points:
  o Articulation of how the proposed hire will add, both numerically and synergistically, to those hires undertaken using college resources.
  o Level of financial contribution provided by the colleges and other units, which is a strong expectation.
Proposals will be evaluated competitively by the SVPP based on those two points and on the case made relative to the following six criteria. Note that a proposal does not need to address all of these criteria.

- Teaching needs and meeting or increasing capacity in high enrollment programs.
- Areas critical to Iowa’s economic future as articulated by President Leath in his installation address, such as the biological sciences, agriculture, physical sciences, and engineering.
- Collaboration and joint hires with appointments across departments and colleges, and Extension and Outreach.
- Interdisciplinary reach, for example, biorenewables or the intersection of the arts and humanities with technology.
- Experience and expertise brought to ISU, and proposed responsibilities, in the area of innovative pedagogy including the use of technology to enhance learning.
- Research, teaching, extension and outreach, and service that contribute to the university’s diversity mission, including expanding access to education among underrepresented groups and scholarship focusing on underserved populations.

**Searches**

- Diverse candidate pools are expected. Prior to submitting the Request for Approval to Interview to UHR, each department chair will provide to the dean a written synopsis of the proposed slate of candidates. The chair is accountable for providing to the dean a report of efforts undertaken to ensure a diverse slate, including the chair’s evaluation of the efficacy and success of those efforts. The report will explain how the search was conducted; indicate briefings or training that the committee received from the ADVANCE faculty fellow, the college's diversity committee, or the college’s equity advisor on best practices; and describe special efforts and due diligence that the chair, faculty, and the search committee took to ensure a diverse pool. The report will summarize the actions taken, prospective candidates who were nominated and contacted, successes, and near misses of those candidates contacted but who decided not to apply or didn’t make it to the slate for various reasons. The dean will review the reports, remand back to the department for additional action or approve, and report so to the SVPP.