Office of the Provost

Call for Proposals

Strategic Incremental Faculty Hires

Eligible Participants: All RIT Faculty

Executive Summary: A theme set forth in our current strategic plan is that RIT will be internationally distinguished as a research university through its focus on and investment in faculty. One element of this goal is to engage the faculty in identifying areas of greatest opportunity. To this end, we are inviting proposals to identify and provide support for incremental tenure or tenure-track faculty lines in strategic research areas in which RIT can be a global leader.

Faculty Hiring: We anticipate hiring at least 20 new faculty over the next five years through this proposal process. These hires build on current research strengths or nucleate new strengths in currently disparate areas of research. The level of appointments is open. Proposals can include clusters of up to four faculty lines. This can include faculty lines that contribute to the relief of high teaching loads in research active areas. These hires are expected to be incremental and will not replace any hires being made on the basis of enrollment growth or ordinary faculty turnover. This call is part of a broader initiative to bring at least 50 new tenured or tenure track faculty to RIT.

Teams: We encourage proposals from disciplinary teams or interdisciplinary teams with representatives from multiple colleges, departments, and centers. Teams with a history of collaboration, particularly in funding or publication, are especially encouraged to apply.

Due Date: Proposal documentation (including a fully signed PRF) is due on or before 5:00 pm on March 1, 2020.

Cost Matching: Not required, but highly encouraged. The extent to which the teams, centers, academic departments and Deans financially support the proposed hires will be a review criteria. Examples of support include, but are not limited to: replacement tenure-track lines, start-up funds, operating funds from discretionary accounts, equipment investments, and travel funds. Signed letters of commitment are required.

Space Considerations: Proposals should identify space needs but should not let current space limits constrain what is presented.

Proposal Length: The proposals should be no more than 10 pages in length using 12 pt. Times New Roman font.

Proposal Guidelines:

Executive Summary (1-page): In 1 page and written in accessible language, the summary should provide an overview of the proposed hire(s) and how they build on existing research strengths or nucleate a new area of research strength. It will spell out what will be achieved in terms of near and long-term research
goals. It should provide a vision of the research opportunities that will establish RIT as a global leader in the area. Where applicable, it should describe how the new hires contribute to the relief of high teaching loads.

**Narrative (5-pages):** The narrative should include a comprehensive description of the research area of focus for new hiring. It should describe how the new hires will enhance opportunities for funding and for pursuing research questions of high impact. It should also explain how this research area fits into the stated RIT goal of being a leading student-centered research institution.

The narrative should answer:

1) How will the proposed faculty hires **build on current faculty strengths or nucleate disparate strengths to enhance RIT’s reputation, while leveraging existing resources**? This should include a complete description of what current facilities will support the new hires, with a summary of existing funding and other support for on-going activities that will be used to support the proposed hires. [*Note that lack of space does not preclude hiring opportunities, but space limitations need to be understood for appropriate space planning.*]

2) The commitment of department(s), school(s), and college(s) to building, growing, and sustaining a long-term effort in the area of the strategic hire; plans for integration of the new faculty in the department(s) in which they will presumably reside; how the new hire enhances current cross-departmental research collaborations; and enables the creation and support of educational programs.

3) How will the proposed faculty hires be reflective of research areas that are significant to society? What are the **relevant funding agencies and industries** that support this research area? This should include specific examples of funding opportunities that the team has competed for or will pursue in the future.

4) How can RIT make **unique and high impact contributions**, particularly given our relatively “young” research endeavor and the presence of other well-established competitors? A description of the competitive advantages over peers that will be gained by key additional hires should be provided.

5) If applicable, how will the proposed faculty hires provide relief for areas with high teaching loads?

6) If applicable, what special administrative and/or regulatory issues need to be considered in connection with the proposed hire(s)? Examples include but are not limited to human subjects research, animals, biosafety issues, and potentially classified research.

**Team (2-pages):** Identify who are the team members and how their current research relates to the proposed areas of hire. Describe the new collaborative research opportunities that may result from the proposed hires. Please include a standard 2-page bio-sketch (NSF format is fine) and current and pending form for all senior personnel. (The bio-sketch and current and pending forms do not count against the page limit).

**Partnering Strategy (1-page):** Describe any external partners (i.e., corporations, national labs, other academic institutions, etc.) with which the team has and/or will collaborate.
Cost Match (1-page): Describe in detail commitments that will support the faculty hire(s). Additional budget sheets summarizing matching funds should also be included. There are no restrictions on matching funds except they must be consistent with institutional guidelines and documented. (Matching fund budget sheets do not count against the page limit).

Proposal Submission: Send proposals with completed Proposal Routing Forms and to the Provost’s Office by 5:00 pm on March 1, 2020.