Spire-driven tenure-track faculty recruitments are designed to allow for the intentional enhancement of research strength in a particular Spire area.

**The Mechanics of the Position**
The Provost, the Vice President for Research and the appropriate Spire Steering Committee will determine the position’s research area, rank, term, FTE and salary range prior to recruitment. Given the transdisciplinary nature of the Spire research areas, and based on the needs of the Spire, the academic home department of the position will remain open until the final candidate has been selected, at which time the background and qualifications of the finalist will be used to determine the most appropriate home department and the position will be transferred accordingly. If and when the position is vacated, it will revert to the Office of the Provost and its redeployment will be considered in the context of TRI and other academic needs.

The position will be subject to the policies and practices of its newly assigned home department. The position’s teaching load is subject to modification based on the clearly articulated and measurable contributions the individual is expected to make to the Spire. These expectations should be included in the appointment letter at the time of hire.

In an effort to ensure a welcoming and well-prepared home department at the conclusion of the recruitment, a list of potential home departments will be developed as early as possible in the process. The Provost, the Steering Committee Chair and the Search Committee Chair will brief the appropriate Deans and Department Chairs at the outset of the recruitment. This discussion will include funding plans for the line, start-up needs, and will also begin the process of identifying necessary space. The Search Committee Chair will keep the potential Deans/Home Departments updated throughout the recruitment.

**Composition of the Search Committee**
The Provost will determine the membership and Chair of the Search Committee and will query the Council of Deans and others for names of potential appointees.

The search committee:
- should be Chaired by a member of the appropriate Steering Committee (in exceptional cases a designee from beyond the Steering Committee may be selected to serve as Chair)
- should include 3 – 6 members
- should include membership from within and beyond the Steering Committee
- should be as inclusive as possible in an effort to broaden and deepen our review of candidates
- must share in the campus-wide commitment to recruiting a diverse workforce
- must be approved by the Associate Provost for Faculty Affairs
The Search Process
The search process must follow the Guidelines for Recruiting Candidates for Tenured & Tenure Track Faculty Positions posted on the Provost’s website, though there may be some slight modifications to the process given the transdisciplinary nature of the recruitment. The guidelines may be found here:


The Provost will cover up to $7,500 in expenses associated with the recruitment. If the Search Committee estimates that its expenses will exceed this amount, it should contact the Provost at the outset of the search to establish an appropriate budget.

Administrative support related to the search will be provided by the staff person supporting the relevant Spire. Applications for the position must be accepted electronically, through PeopleAdmin, only.

The Campus Visit
In an effort to obtain broad input on the qualifications of the applicants and their potential fit with existing and emerging areas of research strength, the candidates should meet with the following groups and individuals when they are on campus:

- Search Committee
- TRI Steering Committee
- appropriate Department Chair(s)
- appropriate Dean(s) or Associate Dean(s)
- The Vice President for Research

The Search Committee should take special care to notify campus of candidate job talks. In particular, these groups should be invited to the presentations:

- RSGE Leadership
- department or school members
- spire Faculty Members/individuals with related transdisciplinary research interests

Evaluation of the Candidates
Candidates for spire-driven faculty positions should be evaluated in the context of these five broad criteria

- research and scholarship
- ability to contribute to the appropriate TRI Spire
- ability to contribute to undergraduate education through teaching or unique research opportunities
- ability to contribute to graduate education
- ability to contribute to the diversity of our academic community in alignment with unit diversity plans

The Hiring Decision
The Search Committee will make a hiring recommendation to the Provost that includes the names of three qualified, unranked candidates and a complete discussion of their candidacies in the context of
the above criteria. The Provost will consult with the appropriate Deans, Departments and other academic leadership to vet the recommendation and discuss the most appropriate home departments for the candidates. Based on these discussions, the Provost will select the finalist and home department and will then work with the appropriate Dean to confirm the details related to the offer of employment (salary, start-up, space, etc.). The Provost and Dean will extend the offer of employment jointly.

Sample appointment letter language:
As part of your responsibilities you will be expected to do research pertinent to the needs of the (Spire Name) Spire of Excellence which will include: x, y, and z. You will also be expected to participate in (Spire Name) activities which will include: x, y, and z.

9/27/11