

# Yale FACULTY OF ARTS AND SCIENCES

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February 15, 2021

To: FAS Department and Program Chairs

Cc: FAS Steering Committee; FRC Members; FAS Dean's Office Staff;  
FAS Chairs' Assistants, Lead Administrators, and Operations Managers

*courier*  
1 Hillhouse Avenue  
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Dear Colleagues,

I write on behalf of the Faculty Resource Committee (FRC) with information about the 2021-22 search process. Below you will find details about the search timeline and search request process for the upcoming academic year.

Due to the pandemic, the timing and procedures surrounding last year's search approval process were somewhat irregular. This year, we hope to return to a more familiar procedure, with a slightly modified timetable. For chairs who are new to this process, the FAS Dean's Office is happy to offer support and guidance. Your first point of contact should be your cognizant dean (Katie Lofton, Alan Gerber, Jeff Brock).

## **Background**

As the result of significant search efforts and successful recruiting in the last several years, including this current year, we expect to enter the 2021-22 search cycle at close to our target size. This means that we are not in a time of large-scale expansion, as we were during the 2015 to 2020 period, but we are also not in a time of contraction or freeze. The normal opportunities for faculty renewal – through retirements, departures, and the addition of a modest number of positions through gift-funded initiatives – remain, and on that basis, we expect to authorize a healthy number of searches for the 2021-22 academic year, with the aim of slightly increasing our ladder headcount as the result of these searches.

The slot book, as you know, is an intricate document; it contains some 780 fillable positions ("slots") of which some 700 may be filled at any given time. As we near that target size, the task of balancing filled slots and vacancies becomes more challenging.

### *New and continuing searches*

The new searches most likely to be authorized in 2021-22 are those that receive strong intellectual support from the relevant [divisional advisory committee](#) and for which a suitable supporting slot can be identified. In the 2021-22 search cycle, we will be placing strong emphasis on searches at the junior (assistant professor) level. While there may be exceptional circumstances under which a search at the tenured level will be authorized, requests to conduct

searches for tenured hires should be preceded by a discussion with your cognizant dean and submitted to the FRC with a detailed rationale for the exception.

If you have an unresolved search from the 2020-21 academic year (that is, a search that did not result in a candidate), you may request that the search be continued, replaced, or suspended/discontinued; we encourage you to speak with your cognizant dean about how best to describe such requests. If you have a previously approved search from 2019-20 that was suspended during the 2020-21 academic year, you should list that search on your request form alongside any new search requests. Again, your cognizant dean will be able to offer guidance as to how best to formulate such requests.

We realize that this year's searches and other comings-and-goings may not have resolved until late in the semester and that in some cases you will be making requests contingent on those outcomes. While we plan to approve most 2021-22 searches by mid-June, we will leave some search approvals and slots in reserve to accommodate late requests that are the result of these sorts of unanticipated events and of late-breaking opportunities throughout the year.

#### *Questions?*

If you have any questions, feel free to reach out to your cognizant dean or senior associate dean:

- Humanities: Kathryn Lofton or John Mangan
- Social Sciences: Alan Gerber or Bob Burger
- Biological Sciences: Jeff Brock or Bob Burger
- Physical Sciences: Jeff Brock or Bob Burger
- School of Engineering & Applied Science: Jeff Brock or Bob Burger

#### **2021-22 faculty search requests timeline**

**February - March** | Departments should undertake discussions of search priorities early in the semester in anticipation of the March 19 deadline.

**March 19** | Departments' search proposals should be submitted to the FAS Dean's Office using the form available at <http://fas.yale.edu/fas-search-request-form>. (Late requests may also be submitted, but we may not be able to respond to such requests on the timetable below.)

**April** | Area advisory committees will review requests for searches and prepare recommendations for review by the Faculty Resource Committee (FRC).

**April, May, and June** | The FRC will meet regularly during the months of April and May to discuss and approve search requests for 2021-22. We hope to be able to provide responses to the majority of spring requests by the middle of June.

**June, July, August** | Late-breaking search requests will be considered by a summer subcommittee of the FRC.

### **Request process**

Search requests should be submitted to <http://fas.yale.edu/fas-search-request-form>. Your request should include the following information. If you are proposing a *joint search* with another department or program, only one unit needs to submit the request. Please do not submit such a request unless both units have agreed on the area and level for the proposed search.

Included in a search request should be answers to the following questions:

1. Basic information:

- a. Area: In what area(s) are you proposing to search? (3-5 word short description of area)
- b. Rank: Is the request for a junior, senior or open-rank position? Most search approvals for 2021-22 will be at the junior level. If your request is not at the junior level, please provide a detailed explanation for why the request is at a different rank.

2. Strategic overview:

Why is this an important area for your unit to search in? How will it contribute to Yale's commitment to supporting research and teaching in areas of enduring importance? How does this search fit into your department/program/division's long-term plans, in terms of research, teaching, and commitment to diversity and excellence and in terms of teaching? Keeping in mind that devoting a ladder slot to an area means making a multi-decade commitment, how important do you expect this area to be in the next decades, as your field evolves?

### *Specific Questions*

Please ensure that you specifically address each of the following issues. (Where appropriate, your answer may involve directing the FRC to the relevant section of your strategic overview.)

1. Diversity and excellence: Is a search in this area likely to produce a diverse field of excellent candidates? If not, how might the area of search be shifted or broadened to allow consideration of a broad and diverse range of candidates of the highest caliber?
2. Teaching and mentoring: What role would you expect the candidate to play in the teaching and mentoring of undergraduates (including majors, non-majors, and students in cross- and interdisciplinary programs), of graduate students, and (where relevant) the mentoring of post-doctoral fellows and junior faculty? How does this fit into your department or program's long-term teaching plans?

3. Space: In what office/laboratory space do you propose to house the candidate? No search will be approved without a specific space plan.
4. Additional resource needs: What other resource needs will be associated with the hire (laboratory renovations, library investments, special teaching facilities, equipment and setup funds, graduate student support, etc.)?
5. If your department or program is requesting more than one new search for 2021-22, please rank these searches clearly in relation to one another. Leaving them unranked defers judgment of your unit's priorities to the FRC.

### **Concluding thoughts**

We welcome your feedback and suggestions for future improvements to the faculty search authorization process, and we look forward to receiving your departments' and programs' requests.

Yours,

Tamar, on behalf of the Faculty Resource Committee

Tamar Szabó Gendler  
Dean, Faculty of Arts and Sciences  
Vincent J. Scully Professor of Philosophy  
Professor of Psychology and Cognitive Science

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### **Faculty Resource Committee: 2021-22 Search Cycle**

#### **Voting Faculty Members**

- **Tamar Szabó Gendler**, Committee Chair; Dean of the Faculty of Arts and Sciences; Vincent J. Scully Professor of Philosophy and Professor of Psychology and Cognitive Sciences
- **Steven Berry**, David Swensen Professor of Economics and Professor of Management
- **Jeffrey Brock**, Dean of the School of Engineering & Applied Science; FAS Dean of Science; Zhao and Ji Professor of Mathematics
- **Marvin Chun**, Dean of Yale College; Richard M. Colgate Professor of Psychology and Neuroscience
- **Lynn Cooley**, Dean of the Graduate School of Arts and Sciences; C. N. H. Long Professor of Genetics and Professor of Cell Biology and of Molecular, Cellular and Developmental Biology

- **Joanne Freeman**, Class of 1954 Professor of History and Professor of American Studies
- **Alan Gerber**, FAS Dean of Social Science; Chair, Social Science Advisory Committee; Charles C. and Dorathea S. Dilley Professor of Political Science and Professor in the Institute for Social and Policy Studies, of Economics and of Public Health (Health Policy)
- **Larry Gladney**, Phyllis A. Wallace Dean of Dean of Diversity and Faculty Development; Professor of Physics
- **Daniel Harrison**, Allen Forte Professor of Music Theory
- **Kathryn Lofton**, FAS Dean of Humanities; Chair, Humanities Advisory Committee; Lex Hixon Professor of Religious Studies and Professor of American Studies and of History
- **Gregory McCarthy**, Henry Ford II Professor of Psychology
- **Jordan Peccia**, Thomas E. Golden, Jr. Professor of Environmental Engineering
- **Paul Turner**, Chair, Biological Science Advisory Committee; Rachel Carlson Professor of Ecology and Evolutionary Biology
- **Pieter van Dokkum**, Chair, Physical Science & Engineering Advisory Committee; Sol Goldman Family Professor of Astronomy and Professor of Physics
- **Ebonya Washington**, Samuel C. Park, Jr. Professor of Economics, Professor in the Institute for Social and Policy Studies, of Political Science and of Management

#### **Non-voting advisory staff**

- **Pamela Bosward**, FAS Assistant Director of Faculty Affairs
- **Angela Gambaccini-May**, Institutional Research Associate
- **John Mangan**, FAS Dean of Faculty Affairs; Senior Associate Dean
- **Anne Shutkin**, FAS Dean's Office Chief of Staff
- **Jason Zentz**, FAS Assistant Dean of Academic and Faculty Affairs