RISE 100
Recruiting Innovative Scholars for Excellence

September 8, 2023
College of Business Presentation
New Funding Support

- UT System created a Regents Research Excellence Program, providing $13.4M in ongoing funding for tenure-system faculty hires
- UTA will commit $5M in ongoing funding to supplement these funds
- This combination of $18.4M in funding replaces the previously discussed $6M in funding for faculty hiring.
Principles

• Builds off existing faculty strengths enabling greater recognition through targeted investment
• Supports the growth of doctoral programs
• Uses existing facilities/instrumentation to the greatest extent possible
• Approximately half of the positions support existing programs and half enable enrollment growth for existing and new programs
RISE 100: Recruiting Innovative Scholars for Excellence

- Hire 100+ Net New Tenure System Faculty in multiple phases
- Phase 1 of RISE 100
  - Authorized for search in FY 24
    - Approximately 35 positions including
      - 10 Target of Excellence positions
      - 11 Critical Need positions
      - 12 Cluster positions
      - 2 New program positions
RISE 100: Recruiting Innovative Scholars for Excellence

• Expectations for Hires
  • Faculty member will support PhD mentorship
  • Faculty member should be able to attract (or bring) grant funding, with the scale of funding commensurate with the area. And that external funding for research in the specific area is available.
  • Faculty member will further establish UTA as a leader in the given area of expertise
  • Faculty hire at the Professor rank will serve as a leader in research building capacity within UTA
RISE 100: Recruiting Innovative Scholars for Excellence

- RISE 100 Faculty Review Committee Membership
  - Kate Miller, VPRI
  - Tamara Brown, Provost
  - Minerva Cordero, Vice Provost for Faculty Affairs
  - Andy Milson, Faculty Senate Chair
  - Dean representative
  - Assoc. Dean of Research representative
  - Center Director Representative
  - National Research Council Highly Prestigious Award Winner Professor
  - National Research Council Highly Prestigious Award Winner Professor

- Charge: To review Target of Excellence nominees, as well as nominate faculty for consideration. To aid in review of proposals for Phase 2 searches.
Measurable Outcomes of RISE 100

- Substantial Growth in Research Expenditures Target TBD
  - Particularly growth in federal research expenditures Target TBD
- Growth in PhD Graduates to 250 per year
Phase 1: Supports Critical Existing Needs

- Considered college submitted requests in the context of
  - Critical need for existing PhD programs
  - Critical need for full-time faculty to support Bachelor, Masters and Professional doctorate programs
  - Cluster opportunities
Phase 1: Supports Critical Existing Needs

• Support existing PhD students by ensuring an appropriate TT Faculty to PhD student ratio
  • Identified departments with PhD student to TT faculty ratios greater than 3:1 with undergraduate programs and 5:1 for departments without undergraduate programs.

• Departments above these ratios, based on current # of TT faculty and planned funded searches, are eligible for one additional position.
  • Chemistry
  • Civil Engineering
  • Earth and Environmental Science
  • Educational Leadership
  • Linguistics
Phase 1: Supports Critical Existing Needs

- Support existing undergraduate and masters programs with full-time faculty. Currently university-wide ratio is 36 students per FT faculty.
  - Identified departments with ratios greater than 45:1
- Departments above this ratio, based on current # of FT faculty and planned funded searches, are eligible for one additional position.
  - Architecture
  - Computer Science
  - Kinesiology
  - Information Systems and Operations Management
  - Nursing
  - Psychology
Phase 1: Clusters to Commence Search in Fall 2023

- Brain Health
  - Anticipate candidates in CONHI, Engineering, and Science
- Community Engaged Research
  - Anticipate candidates in CAPPA, COLA, CONHI, Education, and Social Work
- Semiconductors
  - Anticipate candidates in Engineering and Science
Phase 1: Hiring Process

• Once a position(s) is approved for funding, existing search processes should continue to be used. We will continue UTA’s longstanding practice to hire the majority of faculty through open searches.

• The use of search waivers for the purposes of this initiative will only be utilized in the context of the Target of Excellence process outlined on the next slide.
Phase 1: Target of Excellence Hiring

• As part of the hiring plan 10 positions will be held for Target of Excellence Scholars. The purpose of which is to accelerate our success in recruiting highly accomplished full-time tenure-system faculty who will advance UTA’s research excellence in alignment with the University’s Strategic Plan. Candidates suitable for consideration are required to meet the highest AAU/Carnegie R1 standards for academic accomplishment, which may be demonstrated by having received a National Council of Research Highly Prestigious Award, as well as contribute to the college's programmatic needs.

• The provosts office will receive requests for Target of Excellence Scholars. The request should include a written candidate nomination and CV. The written nomination should describe the candidate’s background, experience and other qualifications that will advance research excellence at UTA.
  • Colleges and departments will actively work together to identify candidates and make nominations, which will be received by the provosts office and reviewed by the RISE 100 committee.
  • The Rise 100 committee may also make nominations which will be reviewed by the provost and sent to college for consideration and response.

• The RISE 100 committee will review and make a recommendation to the provost on whether Target of Excellence Scholar nominees should move forward to recruitment

• Should the nominee be recommended, the Provosts Office consider the recommendation, including conferring with the College/Unit regarding anticipated space, startup and other resource needs prior to making a determination of whether the recruitment process may proceed.

• Target of Excellence Scholar Nominees will be reviewed on a rolling basis
  • If an authorized recruitment fails, then the position will be authorized for the next currently awaiting prioritized request
Phase 2: RISE 100

- Phase 2 of RISE 100 will focus on the recruitment of additional faculty
  - Expanding our capacity to pursue research priorities defined in our 2030 strategic plan
  - Developing new academic programs or growing existing areas projected to see growth and aligned with workforce demands
  - These hires should lead to more impactful collaboration within and among departments.
  - These hires should improve the undergraduate experience, grow graduate education and amplify the impact of research.
- Authorized for search in Fall 2024
Phase 2: Process for Phase 2

- Deans may begin submitting prioritized proposals for consideration starting November 1, 2023.
- All proposals should include the following information as a PDF in an email to the respective dean and within a maximum of four pages:
  - Description of the research area for the proposed hire
  - How the proposed hire meets the evaluation criteria
  - Established, specific faculty member(s)/lab(s)/research group or area that would be strengthened through the proposed hire. Summary of current research productivity and grant funding of faculty member(s), lab(s), group, or area, plus potential for future grant funding
  - Peer and aspirational leaders in this discipline (if known)
  - Estimated startup needs, availability of the space (if known)
  - Potential candidates, with links to publicly available CVs or profile information (if known)
  - Intra-campus synergies (where applicable)
  - Proposals should include a brief note or acknowledgment of support from the department chair(s)/supervisor, not included in the page count limit.
Phase 2: Process for Phase 2

- Funding decisions will be based on the following criteria, as applicable:
  - Likelihood of further establishing UTA as a leader in the given area of expertise
  - Capacity to grow UTA’s scholarship output
  - Potential for transformative and/or translational impact
  - Availability and scale of external funding for research in the specific research area
  - The ability of the new hire to attract (or bring) grant funding at a scale that is commensurate with the area (all reasonable scales will be considered eligible)
  - The ability of the new hire to support doctoral education
  - Ability to house the candidate in existing space

- Deans will rank order all proposals and place them in a designated RISE 100 Teams folder (to be provided).

- Proposals from across campus will be reviewed and prioritized by the RISE 100 committee. The Vice President for Research & Innovation and Vice President for Administration & Economic Development will also review proposals to consider potential startup funding, availability of research/technical infrastructure, and necessary lab renovations. Consideration will be given to the viability of proposed research at UTA (e.g., access to space and technical resources).
Phase 2: Process for Phase 2

- A portion of hires will be in cross-college clusters
- Ideas for clusters will be developed in a collaborative format
- Clusters typically contain 4 positions, but can range from 3-6
- Advance one of the UTA research themes and have a connection to a research strength that is currently at UTA
- Have an existing faculty research leader that can ensure coherence of a cluster
  - Could result in the hire of a leader, followed by additional faculty
- Strong potential for research funding
Phase 2: Ideas for Clusters

- Biomanufacturing
- Multiomics
- Data Science/Analytics
- Cultural and Societal Transformation
- Sustainable Communities
- Global Environmental Impact
- Establishment of Centers
  - Statistics and Data Science Resource Center
- Others
Phase 2: Ideas for Programs for Growth

• Applied Statistics and Data Science
• Computer Science/Software Engineering
• Data Science
• I/O Psychology
• Resource and Energy Engineering
• Public Health
• Online Master’s in City and Regional Planning
• Sustainable Building Technology
• Others
Phase 2: Ideas for New Programs

- Air Traffic Management
- Allied Health fields
- Art and Music Therapy
- Biomanufacturing
- Biomedical Science
- DBA
- DSW
- Energy Masters
- Gaming
- Higher Education
- Hospitality
- Human Resources

- Meteorology
- Neuroscience
- Public Policy
- Psychiatric Nursing
- Sales
- Semiconductor processing, photonics
- Spanish Language Broadcasting
- Sport Leadership & Management
- Statistics
- Vision Science/Optometry
- Others
Startup

- Up to 70% of startup will be provided centrally
- Authorized central startup will be designated at the time the position is authorized for search, i.e., $225,000 for startup at the time of position authorization. Any overage beyond what is authorized is the responsibility of the college.
- Target of Excellence searches, startup to be negotiated in advance of an offer and subject to individual cost share discussion.
Hires using existing space will be prioritized and space for any new position authorized must be identified in advance of the start of the search.

Any anticipated renovation costs associated with the space should be identified in advance of the search.
Space

• Some targeted space MAY become available, however resources are constrained to enable additional space.

• Existing Space:
  • The Research Space Policy is now in place and a committee will begin convening and undertaking their work this fall with recommendations in the spring to reallocate space.

• New Space:
  • Limited new space will be available in the Life Sciences Building once complete
  • Other limited space opportunities are currently being explored