SCS Faculty Hiring Process

Randal E. Bryant
January 6, 2005

- Objectives
- Criteria for Hiring
- Basic Policies
- Process (Tenure & Research)
  Research Faculty Hiring - Clarification by Bryant (4/1/05)
- Subcommittees

OBJECTIVES:

- To grow faculty in way that ensures high quality and strategic value.
- To identify & recruit the "big breakthrough" people of tomorrow.
- To strike a balance between decentralized and centralized process.

Centralization Gives:

- Overall quality control
- Better ability to balance strategic priorities
- Benefit of buy-in by larger segment of SCS
- Benefit in recruiting to have candidates see range of SCS activities

Decentralization Gives:

- Grass roots energy and effort in identifying candidates, interviewing, & recruiting
- Evaluation by domain experts
- Empowerment of faculty to help improve SCS
- Avoidance of "zero-sum" mentality, viewing the success of others as detracting from one's own prospects for success.

CRITERIA FOR HIRING

Candidate Strength

- What are candidate's prospects for being "big breakthrough" person?
- How strong is candidate relative to current, previous, and future candidates?

Strategic Value
Does candidate add to targeted growth area?
Does candidate represent novel, possibly groundbreaking research area or style?
Would candidate work synergistically with others in SCS/CMU/Pittsburgh?
Would candidate fill gap in teaching or program administration?

Financial Viability

Who would pay for startup package?
Who would provide necessary supplements for early career funding?
What are prospects for long-term funding of area and candidate?

BASIC POLICIES

Tenure and research track offers must go through regular hiring process.
Tenure & research track offers cannot be made out-of-season, except in extraordinary circumstances.
Research track does not need to demonstrate teaching ability, but there will be greater emphasis on financial viability in terms of long-term research funding.
Systems track hiring fully decentralized (SCS Council and/or Dean's approval?)
Lecturer track hiring decentralized. Lecturer track faculty offers can only be made to candidates who will actively teach courses in SCS degree programs. (SCS Council and/or Dean's approval?)

PROPOSED PROCESS (Tenure & Research Track)

Categories of Searches

For different areas, will have different styles of search, based on combination of urgency of need, and anticipated talent pool in area. Quantify this by EH: expectation of hiring someone in this area.

Targeted Search: Strong desire for person in that area, and expectation that will be able to find suitable candidate: EH > 0.5.
Priority Area: Desirable area for growth, but only want to hire if find especially strong candidate (and perhaps the talent pool for the area is small). 0.1 < EH = 0.5.
Opportunistic: Not actively looking in this area, but still want to consider superstar candidates. EH = 0.1.

Central Hiring Committee
~10 faculty from across SCS. Chaired by appointed czar(ina).
- Active role: Seek and solicit exciting candidates, possibly in nontraditional or nontargeted areas
- Reactive role: Screen, evaluate, and prioritize candidates proposed by subcommittees. Help in coordinating and optimizing recruitment process.

Subcommittees

- Six, organized by areas. Some single unit, but generally multiple unit
- Each has 1-2 members from central committee + suitable area faculty representation.
- Have some combination of targeted and priority searches as part of charter
- All should be looking out for especially strong candidates within general area

Role of SCS Council & Unit Heads

- Actual hiring decisions will be made by consensus of SCS Council, relevant unit heads, and dean.
- Unit heads should seek buy-in from their faculty members.

Interviewing & Recruiting Procedures

- All recruiting visits should occur before 4/15.
- For targeted searches, will have some quota (e.g., 3) of recruiting visits that can be initiated without approval by central committee, but central committee should be notified in advance so that they can help coordinate the visit.
- Every subcommittee will have quota (e.g., 1) of recruiting visits that can be initiated for priority or oppoSCS Faculty Hiring Process
- Otherwise, all recruiting visits should be approved by central committee
- Offers will be made on a rolling basis, with timing based on strategic need, candidate strength, timing of other candidates, and market forces.

Proposed 2005 Subcommittees

[T=targeted, P=priority, O=opportunistic]

43. AI: core AI (T), (e.g., planning, game theory, multiagent systems), comp. bio. (O)
44. **Formal Systems**: complexity (O), formal methods (P), foundations of trustworthy computing (P), performance modeling (P).

45. **Computing Systems**: nanocomputing (P), parallel computing/architecture (P), distributed systems & management (P), mobile & pervasive computing (P)

46. **Robotics**: medical robotics (T), humanoid robotics (P)

47. **HCI/Computers & Society**: cog. psych/human learning (T), visualization (graphs, networks) (P)

48. **Statistical Learning Applications**: statistical parsing (T), social networks (T)

**Committee Structure:**

One person each from 6 subcommittees + czar(ina) + robo/Al + 2 others
Carnegie Mellon University  
School of Computer Science  
Faculty Positions

The School of Computer Science seeks faculty candidates with a strong interest in research, outstanding academic credentials, and an earned Ph.D. Candidates for tenure-track appointments should also have a strong interest in graduate and undergraduate education.

The School of Computer Science at Carnegie Mellon University spans a wide range of topics in computer science and the application of computers to real-world systems. It houses the Computer Science Department; Human Computer Interaction Institute; Institute for Software Research; Language Technologies Institute; Machine Learning Department and the Robotics Institute, with research and tenure-track faculty in all of these organizations. Please refer to the hiring website for specific information on specializations sought: http://www.cs.cmu.edu/~scsdean

Applications should include curriculum vitae, statement of research and teaching interests, copies of 1-3 representative papers, and the names and email addresses of three or more individuals who have been asked to provide letters of reference. Applicants should arrange for reference letters to be sent directly to the Faculty Search Committee (hard copy or email), to arrive before January 15, 2008. Letters will not be requested directly by the Search Committee. All applications should indicate citizenship and, in the case of non-US citizens, current visa status.

Applications and reference letters may be submitted via email (postscript or .pdf format) to faculty-search@cs.cmu.edu. Please include the subject line “Application Submission” with your application. Applications should be received no later than January 15, 2008, but may be accepted for review after that date until all positions are filled.

Hard Copy materials may be sent to:

Faculty Search Committee  
School of Computer Science  
Carnegie Mellon University  
5000 Forbes Avenue  
Pittsburgh, PA 15213

Carnegie Mellon is an affirmative action/equal opportunity employer; we invite and encourage applications from women and minorities.
Faculty Hiring 2007-2008

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