HIRING PROCESS AY12-13

RYAN GILL
RASEI: HIRING PROCESS

- **RASEI will hire ~24 faculty through growth and match lines across the University of Colorado.**
  - Line Distribution: Eng (10), A&S (10), Law (2), Business (2)
  - Strategic Hiring Plan is focus on Spring 2013 mini-retreats of fellows

- **Growth Lines General Concepts:**
  - Initiate first searches in AY12-13
  - Will be led by fellow pair(s) – to strategically build out capabilities
  - Need support and potential for buy-in from NREL (including an NREL visit during interview)
  - Need 1+ home department at CU
  - Offer decision by Director based upon vote of fellows as well as home department process

- **AY12-13 Growth Line Search**
  - Targeted in Materials and SynBio (growth, 1-2), Econ (1), Sociology (1)
  - Open rank but directed at faculty at or beyond tenure

- **Match Line General Concepts**
  - Need to notify RASEI and get director approval
  - Need to have fellows involved in search -- including NREL fellows.
  - Need to have a RASEI Lead that manages and presents candidate(s)
  - Match-Offer decision by Director based upon vote of fellows

- **AY12-13 Match searches:**
  - at least 10 ongoing (engineering, econ, sociology)
1. Search Committee/Chair Formed/Home Depts. Contacted (AY12-13: RTG (Chair), Medlin, Kaar, Yin, Ghirardi, Eckert, Dessau, Rumbles)

OPEN SEARCH

2. Review and Rank of Open Applications (Search Com., Open to Fellows, Rec. to ADR/Dir)

3. Director Invite to Interview Based on list, strategy, home dept buy-in

3. Committee recommendation

4. Interviews and Further Home Dept. Contact Fixed schedule (Thu/Fri), fellows needed

5. Vote to Offer Acceptability by email, rank by in-person/email

5. Committee recommendation

5. Committee recommendation

5. ADR Recommendations ADR’s prepare recommendation based on vote

2. TARGETED SEARCH

2t. Search Committee and Fellows Populate Database, Contact Targets to get CV and gauge interest

October/November

October/November

December

January-March

1-2 wks post visit

1-2 wks post visit

2-4 wks post visit

7. Director extends offer Home department consulted, 2nd visit scheduled,
MATCH LINE HIRING PROCESS

1. Department Notifies Director of Intent to Search for Match
   
   September-December

2. Director(s) will make decision regarding the suitability of the search as a match position based upon
   1. Status of strategic hiring plan at RASEI
   2. Ability of RASEI to participate in a match search based upon existing growth and match line searches
   3. Ability of RASEI to identify fellows and/or NREL staff that will participate in the search

3. Director will notify Department of RASEI’s participation
   1-2 weeks after Step 1

4. RASEI Participation in Search
   1. RASEI on search committee: RASEI will appoint 1-2 fellows, NREL Staff, or to be nominated future fellow to represent. Appointees will lead the presentation of the candidate(s) to the RASEI fellows.
   2. Director(s): Director and ADR(s) will attend seminar, vision talk, or have 1v1 meeting with candidates.
   3. RASEI Fellows: all seminar and vision talk announcements will be circulated to RASEI fellows as a weekly summary. Time, location, title, department, and RASEI fellow leads will be indicated in the email.

   Jan-March

5. Offer Stage:
   1. RASEI fellows will be asked via email to provide feedback on candidates, including a vote on “acceptability”, to the RASEI lead. The RASEI lead will present these results to the Director and AD-R’s.
   2. The Director will make decision on and communicate decision to Department.
   3. Director will participate in preparation of offer letter and develop an MOU with home department that details agreed upon participation in RASEI, startup or other funding provided by RASEI and ICR splits. It is expected that all match line hires will start as RASEI affiliates.

   2-4 wks post visit