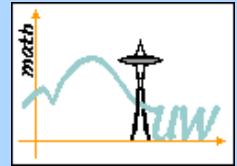
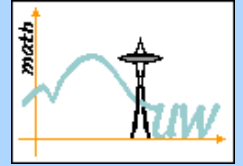


# Math Department

## Tenure-track offers



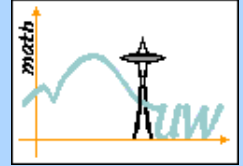
Year	Top Tier Priority Area	Second Tier Priority Area	Non-priority Area	Yes / No
2003	F (String Th)			N
	M (String Th)			Y
2004	M (Number Th)			N
	M (String Th)			Y
			<b>F (Combinatorics)</b>	Y
2005	M (Alg Geom)	F (Number Th)		N
	F (Alg Geom)			N
	M (Alg Geom)			Y
			F (PDE)	N
2006	M (Number Th)			Y
			<b>F (Num Analys)</b>	Y



## **Step 1: Identification**

- **Broad search (+ Culture change)**
- **Critical mass in department**
- **Multiple offers (~ College support)**

## Step 2: Recruitment



- **Recruit ↔ support: ADVANCE / TSP  
JFDP  
Awards: dept, external  
Flexibility**
- **Department contacts: Informal  
Formal**
- **Industry, other connections**
- **Responsiveness**

- **Keep trying**
- **It gets easier**