Faculty Recruitment

Gary S. May, Ph.D.

Professor and Steve W. Chaddick School Chair

School of Electrical & Computer Engineering

July 21, 2008

LEAD Workshop

Outline

- Standard Procedures

- Creating a URM Pool

- Outcomes

Position Announcements

The School of Electrical and Computer Engineering at Georgia Tech has openings for tenure track positions at all faculty ranks. Applicants should have an earned Ph.D. or equivalent. Demonstrated potential for teaching and research is required. Related industry experience is desirable.

Candidates are sought in the following areas: physics and modeling of micro / nano scale materials and devices, applications of nanotechnology and biotechnology to functional photonic and electronic devices and systems, bioinformatics and biomedical applications, signal processing, communication systems, terrestrial sensing and low-frequency electromagnetics.

For detailed descriptions of opportunities, please visit the ECE website at

http://www.ece.gatech.edu

Interested candidates should send a resume with letter of interest to:

Gary S. May, Steve W. Chaddick School Chair
School of Electrical and Computer Engineering
Georgia Institute of Technology
Atlanta, GA 30332-0250, USA

Georgia Tech is an equal opportunity, affirmative action employer.

General Faculty Searches

- Initial verification of minimum acceptability by School Chair

- All candidates routed to appropriate technical interest groups (TIGs) for evaluation and feedback

- Faculty Recruitment Committee summarizes feedback and makes hiring recommendation.

- Search committee and pool must be inclusive of URMs.

Endowed Chair Searches

- FRC replaced by a specialized search committee identified by School Chair

- All endowed chair search committees are chaired by a senior faculty member (often also the holder of an endowed chair or professorship)

- All committees include a representative from the External Advisory Board.

- Search committee and pool must be inclusive of URMs.

Candidate Evaluation

- Search committee receives and discusses input from TIGs on each faculty candidate.

- For suitable candidates, reference letters are requested and evaluated.

- If letters are good, interview is scheduled.

- Search committee collects feedback from interview participants and decides whether to make an offer.

- If recommendation is positive, School chair solicits the approval of the College of Engineering to make and negotiate an offer.

Accountability

Annual review questions to Georgia Tech engineering School Chairs from the Dean:

1. *What have you done as School Chair to address faculty recruiting, especially of women and minorities?*

2. *What have you done as School Chair to help develop and retain faculty, especially of women and minorities?*

URM Pool

Full-Time S&E Ph.D. faculty (1973-2006):

- The number of underrepresented minorities (blacks, Hispanics, and American Indians/Alaska Natives) rose about ninefold, from 2,400 to 22,400, but remain a small percentage (8%) of the S&E doctorate holders in academia.

Figure 5-20
Share of underrepresented minorities among S&E doctorate holders employed in academia, by citizenship status and years since degree: Selected years, 1973–2006

Percent

- All S&E doctorates
- U.S. citizen, S&E doctorates
- All recent S&E doctorates
- U.S. citizen, recent S&E doctorates
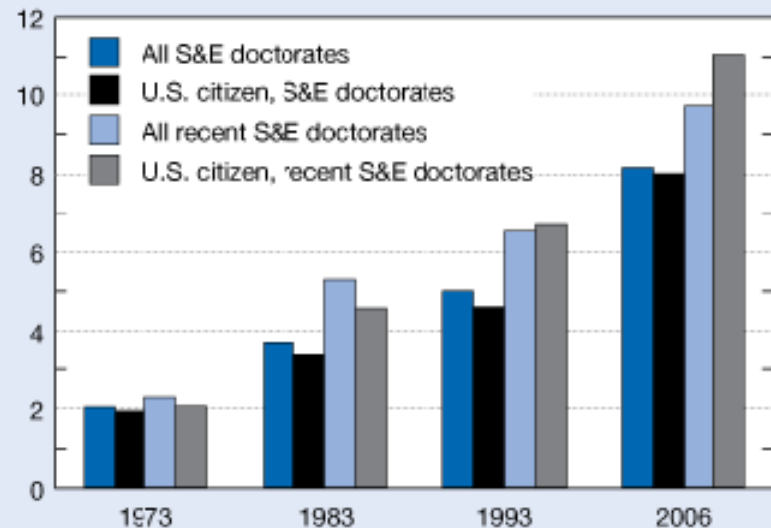
NOTES: Underrepresented minorities include blacks, Hispanics, and American Indians/Alaska Natives. Recent doctorate holders earned degrees within 3 years of survey. Denominator always refers to set of individuals defined in legend.

SOURCE: National Science Foundation, Division of Science Resources Statistics, Survey of Doctorate Recipients, special tabulations (preliminary data for 2006).

Science and Engineering Indicators 2008

FACES - Facilitating Academic Careers in Engineering and Science

- Goal: "Changing the FACE of the Engineering and Science Professoriate"

- Sponsor: NSF ($10.3M/10 years)

- Multi-university collaborative effort

- Since initiated in 1998
    - 211 URM STEM PhD graduates at GT
    - ~10% of US African American engineering PhDs

Facilitating Academic Careers in Engineering and Science

Georgia Institute of Technology

EMORY

MOREHOUSE COLLEGE

Spelman College
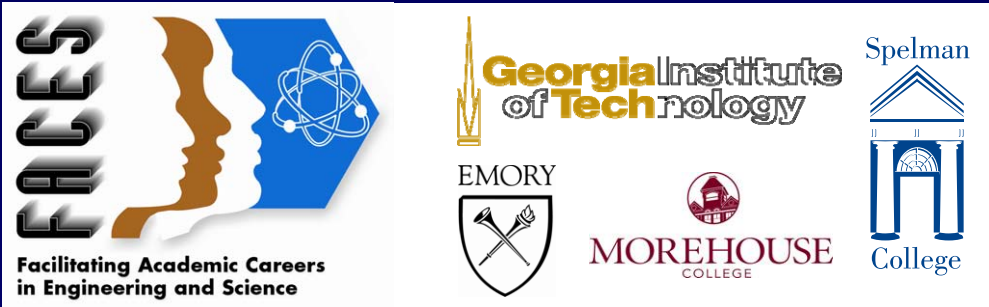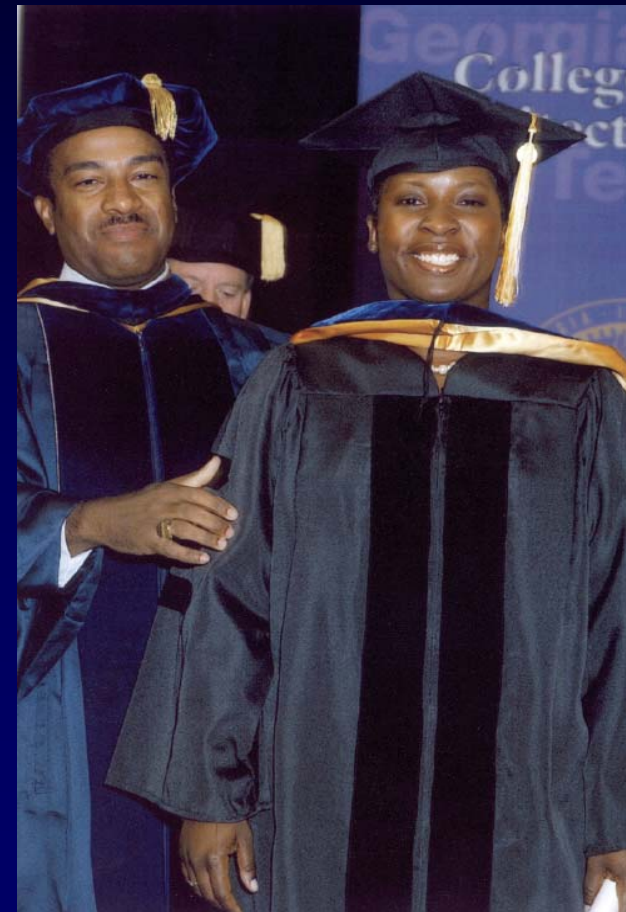
FACES Career Initiation Grants

Mark Lewis

- Two engineering doctoral graduates per year receive $30,000 grants to assist in their initial academic appointments.

- One science doctoral graduate per year receives a $35,000 grant for a post-doctoral fellowship.

- Past CIG recipient Mark Lewis (Cornell University) received **NSF Presidential Early Career Award in Science and Engineering** (2004).

- Past CIG recipient Sam Graham (Georgia Tech) received **NSF CAREER Award** (2005).

Sam Graham

FOCUS Fellows

- "Pre-interview" opportunity to learn about the qualifications necessary to obtain an academic position at a research institution.
  - Visit the academic units and research laboratories
  - Speak to key administrators
  - Learn from current faculty about their academic careers

- Of >50 Fellows since 2002:
  - At least 6 have interviewed at Georgia Tech
  - 4 in tenure track positions at Georgia Tech
  - 9 in tenure track positions at other institutions
  - 7 are in postdoctoral positions

Sam Graham (ME)

Mitchell Walker (AE)

Ayanna Howard (ECE)

Tequila Harris (ME)

Georgia Tech Faculty

- 26 members of the National Academy of Engineering

- 3 members of the National Academy of Sciences

- 157 women faculty (45 in engineering, 23 in sciences, 12 in computing)

- 47 minority faculty (34 in engineering, 8 in sciences, 3 in computing)

Faculty Profile

RANK

Regents' Professors	5
Professors	60
Associate Professors	32
Assistant Professors	18
Total	**115**

DEMOGRAPHICS

Female	12
African-American	4
Asian	26
Hispanic	2
Multi-racial	1