

Senior Pipeline Search Request for Proposals

DEADLINE: 3/01/07

Invitation

Rensselaer will be conducting a broad Institute-level search for a woman faculty member at rank of tenured full professor from industry, national labs, or other nonacademic sources. Departments are invited to submit proposals for including a specific area of interest in the advertising and recruitment for this search. One such position is funded in the Provost's portfolio for the FY08 budget. Funding for identification and recruitment of possible candidates will be supported by RAMP-Up!, Rensselaer's NSF-funded Project for Institutional Transformation.

Rationale

With Rensselaer's recent history of strong hiring, many departments have now recruited women to the junior ranks, but lack a history of advancing women through the pipeline. This situation places junior women at risk for inadequate opportunities for joining research groups, for receiving mentoring, and for developing appropriate career models. This initiative is aimed at "priming the pump" for women's advancement at Rensselaer by recruiting senior women from industry, national labs, or other nonacademic sources. The intent is that the recruitment strategy developed here will become a model for addressing the academic glass ceiling nationally.

Information Meeting

An information meeting to help with proposal development will be held Wednesday, January 24, from 4 to 5 in the Library Conference Room. Members of the RAMP-Up! Advisory Board (see list below) will be available to provide an overview of RAMP-Up!, review information about advancement issues, and discuss proposal ideas.

Proposal Content

In no more than 3 pages, the proposal should include:

1. A description of *current department make-up* by gender and rank.
2. An analysis of *history and current climate for women* in the department and areas targeted for improvement.
3. A description of the *proposed area(s) of specialization* for the pipeline hire and an explanation of how these areas would fit into the department and institute's mission.
4. A description of *potential pools* of women candidates that could be searched and ideas concerning *search strategies* that could be employed.
5. The name of a senior faculty member who has agreed to serve on the *Institute Search committee* if the proposal is accepted.

Proposal Submission

Proposals should be submitted electronically to Cheryl Geisler (geislc@rpi.edu) no later than March 1, 2007. The search will be announced on March 27, 2007.

Proposal Review

Proposals will be reviewed by the RAMP-Up! Advisory Board and a recommendation made to the Provost. Criteria for review include demonstrated need for representation of senior women, track record of recruiting women, demonstrated commitment to improving the climate for women, probability of bringing search to a successful conclusion, and impact of the hire. Please feel free to contact members of the RAMP-Up! Advisory Board to discuss proposal ideas. Members include:

Cheryl Geisler, Co-chair (geislc@rpi.edu)
Deborah Kaminski, Co-chair (kamind@rpi.edu)
Kristin Bennett, Science (bennek@rpi.edu)
Jim Napolitano, Science (napolj@rpi.edu)
Joyce Diwan, Science (diwanj@rpi.edu)

Susan Sharfstein, Engineering (sharfs@rpi.edu)
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Linda Layne, H&SS (laynel@rpi.edu)
Ken Durgans, Provost's Office (durgak@rpi.edu)