

## Proposals to Lead Searches for New UT/ORNL Governor's Chairs

*University of Tennessee-Oak Ridge Innovation Institute (UT-ORII)*

*Due date for submissions: August 1, 2024*

### Background

The Governor's Chairs program is a state-funded effort with the UT system aimed at recruiting world-class faculty to UT and ORNL. The University of Tennessee-Oak Ridge Innovation Institute (UT-ORII) manages the Governor's Chairs program. In the 2024-2025 academic year UT-ORII aims to launch 3 new searches for Governor's Chairs. The purpose of this call is to request proposals for topical areas in which these searches will be performed. These searches will be defined using topical areas in which search committees are expected to consider a range of candidates, not opportunistic recruiting of specific individuals. Successful proposals will involve participation from one or more UT campuses and ORNL.

Governor's Chairs are cross appointed between UT and ORNL, and the funding sources for these appointments must both be considered.

- *UT Portion of Governor's Chairs salary.* For future Governor's Chairs, the UT salary contribution will be split evenly between the Governor's Chairs program and home academic department(s). For example, for a future hire with a 50/50 UT/ORNL appointment, the home department(s) would provide 3 months of salary support each year. This is a change from past appointments, where no salary contribution from the home department(s) was expected.
- *ORNL Portion of Governor's Chairs salary.* As with all staff positions at ORNL, the ORNL salary for Governor's Chairs needs to come from programmatic funds (i.e. external sponsors). While Governor's Chairs are expected to make strong contributions to developing these programmatic funds over time, proposals should indicate a plausible source of these funds for the first 2-3 years of the appointment.

The fraction of appointment at UT and ORNL is often developed in consultation with a prospective Governor's Chair, since some candidates may prefer a majority appointment with one institution or another. If a proposing team envisions an appointment where 75% or more of the appointment will be held by one institution then this should be described in the proposal.

Start-up funds for Governor's Chairs will need to be competitive with peer universities. For UT activities, the Governor's Chairs program is able to make substantial contributions to start-up funds, but it will be important for home departments/colleges to also be strong partners.

The Governor's Chairs program provides annual research funds to each Governor's Chair. It is likely that the value of this funding will be normalized across future hires rather than negotiated on a case-by-case basis.

### Eligibility to Submit Proposals

Proposals to perform a Governor's Chair search may be submitted by any UT Department Head or Dean or any ORNL Division Director or Associate Lab Director. Proposals by any other individuals will only be considered with prior arrangement from UT-ORII. Proposals that are submitted jointly by the leaders of the relevant organizations that will host the future Governor's

Chair at UT and ORNL (e.g. a UT department head and an ORNL ALD) are strongly encouraged. Proposals for positions that will not have a partial appointment with ORNL will not be successful.

### **Selection Process**

Proposals from this call will be reviewed by UT-ORII's leadership team and UT-ORII's Internal Advisory Committee. This group will make a recommendation to UT-ORII's Executive Council, who will agree to launch up to 3 new Governor's Chairs searches.

### **Timing of Governor's Chair Searches**

Teams selected to pursue searches should begin their searches immediately, with the aim of interviewing candidates during the 2024-2025 academic year. UT-ORII will help coordinate searches in collaboration with the relevant UT academic departments and ORNL Divisions. Teams that have not made substantial progress within a year of the search being authorized, as determined by the UT-ORII Executive Council, may have their ability to pursue the search further withdrawn.

### **Qualities of Ideal Governor's Chairs**

As described below, proposals must include a list of potential candidates for the requested Governor's Chair position. It is useful to consider the qualities of a Governor's Chair who will be widely viewed as exemplars for the program. These qualities include the following:

- The individual has already achieved national and international recognition as a leader in their technical field.
- The individual is on a career track that could plausibly lead to election to the relevant National Academy (Science, Engineering, or Medicine) in the future.
- The individual has a demonstrated record of research leadership and fundraising that goes beyond activities in their personal research group.
- The individual will build bridges between UT and ORNL resulting in new cross institute collaborations.
- The individual is viewed by peers as a desirable collaborator rather than being a "challenging" personality.

### **Selection Criteria**

A successful proposal will address the following items:

#### *Strength of topical area*

- The topical area should not be too broad (e.g., "the environment") or too narrow (e.g., "reinforced screw fittings for flagpoles").
- The topical area should allow strategic growth for UT and ORNL.
- The topical area is one in which UT and ORNL can realistically expect to be a national leader, not "one among many".
- The topical area will remain an exciting field in 15 years.

#### *Pool of potential candidates*

- The proposal lists 5-10 potential candidates at appropriate career stage and levels of accomplishment.
- UT and ORNL can provide candidates with advantages that would lead them to seriously consider a position as a Governor's Chair.

## Proposal Format

A proposal must contain the following:

1. A title that succinctly describes the topic of the proposed search.
2. A list of the research leaders (e.g. Dept. Heads, Division Directors) that will provide the home organization at UT and/or ORNL for the planned position.
3. A 1 paragraph description of the topical area proposed as the focus for the search process.
4. A 1 paragraph description of how the proposed search aligns with strategic priorities at UT and/or ORNL.
5. A paragraph summarizing expected financial commitments from the proposed UT home department and proposed ORNL Directorate towards future salary.
6. A table of 5-10 candidates that will be considered by a search committee in the format shown below.

<b>Name</b>	<b>Current Job Title &amp; Institution</b>	<b>Website</b>	<b>Research Interests</b>	<b>Years since completion of PhD (or equivalent degree)</b>
Candidate 1				
Candidate 2				
Candidate 3				
Etc.				

7. A brief assessment of the demographics of the list of potential candidates provided in the table above.

## How To Submit

Complete submissions must be sent before noon on August 1, 2024 to [utorii@ornl.gov](mailto:utorii@ornl.gov). Late submissions will not be considered.

Questions about proposals or submission process should be directed to David Sholl, Executive Director and Vice Provost, UT-ORII's ([shollds@ornl.gov](mailto:shollds@ornl.gov))