

College-Wide Opportunity Hiring Initiative

The goal of this initiative is to identify and recruit established and emerging scholars who will contribute to the College's commitment to diversity, equity, and inclusion.

The following qualities will be considered in evaluating candidates, with a particular interest in those who represent convergences of the following:

Institutional impact

- Demonstrated commitment to diversity, inclusion and equity through teaching, research, and/or service
- Teaching and scholarship that fill gaps in the college-wide curriculum, address areas of strong student interest
- Potential to create or deepen connections and collaborations among departments/programs
- Creation of new research areas of inquiry and innovative curricular emphases through cluster hires

Representativeness

- Background experiences that translate into more perspectives/voices among faculty; reflect our student body and society more broadly; and represent likelihood of diversity including of methodological and scholarly approaches

Scholarly distinction

- Senior candidates: comparative standing in the field, determined through consultation with experts in the field and knowledgeable faculty in the college.
- Junior candidates: consultation with disciplinary experts in and outside of the college about emerging scholars who are considered to be doing very promising or innovative scholarship.

Application and Review Process

There will be two proposal deadlines (October 15 and March 1), with off-schedule proposals accepted at the Provost's discretion.

Proposals should include a 2-3 page description of the candidate's background and potential contributions, C.V., and discussion of the procedures used to identify the candidate or, in the case of cluster hires, candidates. Cluster proposals should explicitly address the expected contributions for each "home" department or program and the college.

Funding will be available to bring potential candidates to campus for seminars or colloquia prior to submitting a proposal.

Proposals will be reviewed by the FPBC and the FDD Dean or, in those cases where broader consultation is merited or requested, ad hoc committees appointed by the Provost. Such committees may include representatives from the department (or departments) that submitted the proposal, a tenured faculty member from another Barnard department, a member of a cognate Columbia department, the FDD Dean and one member of the ATP. Review committees will make recommendations to the Provost and President based on the potential merits of the hire.

Once a proposal is approved, the department (or departments) are expected to invite the candidate to campus to give a public lecture, an informal talk or colloquium and meet with interested faculty and students across the college.

Department/program chairs are encouraged to discuss their interest in submitting a proposal with the Provost and members of the FDD early in the process of considering candidates.