Call for Proposals – AY 2017-2018
Next Generation Faculty Program

Introduction

The GSU strategic plan calls for building more capacity for interdisciplinary team-based research and creating more interdisciplinary academic programs. To achieve these goals, the university first implemented the very successful 2CI program, effective from FY11 through FY16. This program resulted in the hiring of 85 exceptional faculty and the creation of six new Institutes and Centers. In FY17, these centers secured more than $30 million in external funding. The Next Generation Faculty Program follows 2CI, and in two short years, has shown substantial success, with nine new faculty hires.

The Next Generation Program is designed to continue to strengthen and distinguish Georgia State’s faculty research and scholarship in strategic areas over the next three years by adding additional graduate or research faculty. This Request for Proposals (RFP) represents the 3rd year of a 5 year program. The first two rounds saw 51 Letters of Interest, 28 full proposals submitted; of these, 14 were either fully or partially funded. We hope and expect to provide funding for a higher percentage of the requests for the 2017-2018 academic year.

Program Goal: to build broadly-recognized strength and critical mass around existing core or newly emerging research and scholarly themes that have strategic importance to Georgia State University.

We welcome your proposals.

Phase 1: Letters of Interest (Pre-Proposal, Due October 13, 2017). These should focus on Senior Faculty or Matching Junior Faculty. The Letter of Interest (LOI) should provide a clear overview of the long-term vision, goals, and benchmarks of success envisioned by the proposal in a presentation designed for the broad academic community. The LOI should also provide a proposed hiring plan and infrastructure needs based on the following descriptions:

Senior faculty hires, at the associate or full professor rank, will have strong international reputations and the potential to attract other scholars and support. Non-grant funded disciplines should seek faculty with distinguished records of scholarly productivity, including potential for prestigious international recognition. Hires in grant funded disciplines should have distinguished records of past and current external grant funding.

Matching Junior Faculty hires will be advanced assistant or recently promoted associate professors with strong track records and considerable potential for future distinction in contributing areas who will complement existing GSU senior scholars or proposed senior faculty hires. Two or more junior faculty hires may be proposed, with no more than one hired in the same department/unit as the senior faculty. All junior faculty hires must be made after the external senior faculty hire, except when junior faculty will be hired to join an established group of senior faculty.

Building Centers of Excellence. Proposals should have as their goal 1) the expansion and enhancement of a current center’s or cluster’s research, scholarly or creative-focused agenda or 2) the development of a new and innovative research, scholarly or creative-focused area or center. The term ‘centers’ is used broadly to include current university- and college-level research centers and institutes, areas of focus groups, collaborating 2CI cluster groups, or other units or communities of scholars who come together for an academic focus. Proposals should also address the University’s goal to increase faculty diversity. Proposals will not be funded that focus on solely building a single department’s faculty.
Salaries for the new faculty must reflect the market in these disciplines for individuals at that rank and accomplishment. To increase flexibility, the Provost’s office will not set a maximum level of salary support for new proposals.

Cost-sharing of salaries and other center support (i.e., supplies, travel, equipment, staffing) will be used, in part, to decide among competing proposals. Funding may be requested in amounts up to $1M for faculty salaries and infrastructure support when multiple senior faculty and junior faculty hires are proposed. Clusters funded through this program or the previous 2CI program are eligible for additional funding in future years if successful in meeting their clearly stated goals.

**Letter of Interest Guidelines**

*Letter of Interest (max 6 pages, single space, 11 pt font).* Provide an Overview (max 3 pages) of the selected area of research, scholarly or creative focus, aims, significance, linkages to current GSU scholarly activities in the area, and/or special opportunities. In addition to the overview, please provide: 1) a listing of the units and key faculty members who will be heavily involved in the proposal, searches, including plans/goals for successfully recruiting diverse faculty and scholars, and who will be responsible for its ensuring its success (max 1 page); and 2) suggested general budget, with general amounts of Next Generation funds requested for personnel/non-personnel areas, and any matching funds or other resources to be committed from the specific units to ensures its success (max 1 page). Please include a signature cover page indicating the approval and support of all involved deans, directors, and/or department chairs. All such signatories will be expected to ensure the proposal’s success if funded. Please do not add curriculum vitae or other appendices to the LOI as such additional materials will not be used for review.

All Letters of Interest are due Friday, **October 13th, 2017**. The fully approved LOI should be sent in pdf format electronically to the Associate Provost for Strategic Initiatives and Innovation (mbwalker@gsu.edu). They will be reviewed by the Provost’s Office based on:

- Relationship to the Strategic Plan and other university-level strategic initiatives
- Relationship to current scholarly activity and potential for growth, and/or special innovative or emerging opportunities
- Extent of opportunity for Georgia State to build diverse faculty pipelines in important areas and potential for success to advance diversity
- Funding requested and committed cost-sharing or resources provided by units involved
- Proposal leadership and their track record in building scholarly activities and working collaborations.

The Associate Provost for Strategic Initiatives and Innovation will notify proposers of a decision no later than **October 30th, 2017**. Those projects that are approved are then eligible for submission as full proposals.

**Phase 2: Full Proposals for Accepted Letters of Interest (Max 13 pages, single space, 11 pt font, Due January 16th, 2018)**

*Abstract* (300 words): Specify the area of strength, its national significance, and the special opportunities being addressed by the proposal. What does this proposed focus provide as a special opportunity?

*Proposal* (10 pages max): The proposal should address the following:

1. How will this proposal significantly escalate Georgia State University as a recognized leader in scholarship, research, creativity in the area chosen? Identify relevant competitors and how this proposal will raise our profile, competitiveness, and reputation.
2. What evidence is there of an opportunity to leverage current and/or new resources, for high impact that will gain recognition nationally and/or internationally?

3. What evidence is there that the proposal fits within the university’s strategic priorities and plan, or increases interdisciplinary collaboration, research, scholarship or creative activities?

4. What evidence is there that an investment in this plan will address the need to increase faculty diversity?

5. What evidence is there that the subject matter is one of documented national and/or international significance?

6. What evidence is there that there are available candidates for such positions that we could attract?

7. What evidence is there that the proposing unit has the administrative and academic leadership commitment in place for building the proposed group into a productive interdisciplinary team that can ensure a collaborative and intellectually attractive environment for ongoing development?

**Appendix** (3 pages max): Team (1 page): List the administrators, key faculty and/or research staff, and their units, who actively collaborated on the proposal and are invested in its success. Identify the proposal ‘chair’ who will be the point of contact and provide leadership for all proposal related administration and personnel searches.

**Hiring Plan** (1 page): Provide a timeline and search strategy for the proposed hires. Specify the number, types, and levels of persons to be hired, but not the specific departments into which they will be hired. How will the search committee operate when multiple units are involved? How will the search committee develop a diverse pool of candidates? Which unit(s) will be the administrative unit for all HR paperwork, etc.? Who will be members of the search committee and how will they be chosen?

**Budget Plan** (1 pages): Provide estimates of the starting market salary levels for all requested hires, the proportion of each salary being requested from the Next Generation Program funds, and the proportion from other sources (please specify those sources and amounts). Salary from all hires should be based on current, documented market data related to their discipline for that rank.

### Phase 3: Review and Approval Process

1. Proposals are to be routed through the dean(s) or leadership of the participating academic or research unit(s), and then to the Associate Provost for Strategic Initiatives and Innovation in pdf format. If multiple colleges, schools and/or centers are participating, one dean or director must be designated as the ‘lead’ for administrative functions. Departments, University Centers and Institutes, and College level Centers and Institutes, can be the “lead unit” on no more than two proposals. All participating chairs, unit or center directors, and deans must endorse the proposal and state their reasons for supporting the application in a joint cover letter.

2. To ensure broad faculty input, a university-wide faculty committee, appointed by and advisory to the Provost, will review and comment on the full proposals. Nominations of members to serve on the faculty review committee will be made by chairs of the University Senate Executive and Research Committees.

3. The Provost’s Office will use the proposal ratings and evaluations by the deans and/or directors, and by the faculty review committee, to inform funding decisions. Proposals may be approved in full, or part, returned for modifications and Provost Office re-reviewed, or denied. All Next Generation Funding will be allocated by the Provost in consultation with the President.
Timeline
October 13, 2017: Letters of Interest due.
January 16, 2018: Full Proposals due for those Letters of Interest accepted for Phase 2.
January 22th, 2018: Faculty committee reviews completed.
January 31st, 2018: Funding decisions made.
For more information, see http://secondcentury.gsu.edu/next-generation-program/, or contact Mary Beth Walker (mbwalker@gsu.edu, 404-413-4305).