September 22, 2009

Dear Colleagues,

Last January I announced the formation of a Task Force on Collaborative Hiring. Collaborative hiring refers to situations where more than one academic unit is involved in a T&R faculty appointment, including joint appointments between departments, appointments initiated by a center or institute, and appointments arising from grant-supported activities. Notre Dame, like other research universities, already engages in collaborative hiring practices. The basic charge to the Task Force was to make recommendations for improving our processes and procedures for collaborative hiring so that, when such hiring is appropriate and desired, we can carry it out in an optimal fashion.

Last spring the Task Force provided me with a report containing several recommendations. Members of the Task Force presented the report to the Deans and Department Chairs at their August retreat. The purpose of this letter is to share the report with you and to solicit your views on its findings and recommendations.

The report is available at the following link: https://www.nd.edu/~provost/for-current-faculty/current-initiatives/collaborative-hiring/documents/CollaborativeHiringReport.pdf. After reviewing the report, please let me know of your thoughts, which you may submit via email to provost@nd.edu. I would appreciate receiving any comments you may have by Monday, October 26. I am particularly interested in your sense of which recommendations, if adopted, would be most helpful in facilitating collaborative hiring and in other suggestions you might have toward this end. In order to ensure broad consideration of the report, I have also asked for the Deans to promote discussion on the report within their respective colleges and schools. After receiving your input and learning from the Deans of the conversations within the colleges and schools, I will respond to the report and let you know of my conclusions.

I would like to take this opportunity to thank the members of the Task Force for their service to the University. The members of the Task Force were: Nicole Garnett (Chair), Professor of Law; Ted Beatty, Associate Professor of History; Robert Bernhard, Vice President
for Research; Kevin Bowyer, Department Chair and Schubmehl-Prein Professor of Computer Science and Engineering; Daniel Myers, Associate Dean for Centers, Research, and the Social Sciences, College of Arts and Letters, and Professor of Sociology; Bill Nichols, Professor of Accountancy; Thomas Noble, Department Chair and Professor of History; David Severson, Director, Eck Institute for Global Health, and Professor of Biological Sciences; and Richard Taylor, Associate Dean for Research and Computing, College of Science, and Professor of Chemistry and Biochemistry. I am most grateful to these faculty members for the thoughtful and thorough manner in which they pursued their charge, including extensive consultation across the University and benchmarking with other universities. Their report significantly advances our thinking about and, when appropriate, ability to facilitate collaborative faculty hiring throughout the University.

Sincerely yours,

Thomas G. Burish

cc: Rev. John I. Jenkins, C.S.C.