

John L. Junkins
Director

September 20, 2018

MEMORANDUM

TO: College deans, University Distinguished Professors, Nobel laureates, and members of the National Academy of Science, National Academy of Engineering, National Academy of Medicine, and American Academy of Arts and Science

FROM: John L. Junkins 
Director, Hagler Institute for Advanced Study at Texas A&M University

SUBJECT: Call for Nominations for Faculty Fellows for the 2018-2019 Academic Year

On behalf of the Hagler Institute I am delighted to issue this invitation for you to nominate accomplished scholars for the 2018-19 cohort of Faculty Fellows. We encourage you to solicit prospective nominees of the caliber sought by this institute from your “rising star” junior faculty as well as senior faculty. Faculty Fellows of the Hagler Institute for Advanced Study will be recruited for visiting appointments that will typically last from three months to one year, but their visits may be spread over multiple years. The two page nomination form can be downloaded from this [link](#) and should be completed and returned to me on or before November 9, 2018.

Note that two \$30K/year graduate student Fellowships will be awarded by the Institute to students studying under the direction of Texas A&M faculty collaborating with each of the Institute’s Faculty Fellows.

If you are not fully informed about the standards for Faculty Fellows and our recruiting policies then read the last section on this memo “Standards for Faculty Fellows and Recruiting Policies”.

Please note the following three ground rules:

1. **The nominators should not make contact with the nominees.** We anticipate having more qualified nominees than we can recruit at any point in the process. It is important to not raise expectations until an initial screening is done by the Hagler Institute’s Advisory Board in order to avoid unnecessary bruises on very distinguished people. The first contact with each nominee should be made when we are certain that he or she will be offered the appointment. ***Your nomination should therefore be as confidential as possible.***

2. **All nominations should be coordinated with one or more deans.** The dean(s) of one or more colleges will need to agree to support 30 percent of the Faculty Fellow's salary as well as provide a housing allowance, office space, administrative support, and some discretionary funds for the nominee in the event that he or she is successfully recruited. In the event more than one college is involved in a given nomination, the nomination form should be co-signed by the two or more deans and the fractional split of the cost share agreed upon, indicated in "Deans' remarks" section at the bottom of the second page.
3. **The nominator should complete the nomination form.** The nomination form offers space for concise descriptions of the following: (i) the nominee's credentials, accomplishments, and recognitions; (ii) a summary of planned activities while the Faculty Fellow is in residence; and (iii) a statement about "why it would be great" to bring this Faculty Fellow to campus. *It is important to highlight potential collaborations that will accelerate career development of one or more "rising star" faculty members and their students.* This nomination form should be considered as a "preliminary proposal," with the anticipation that the information on the form will be used as a basis for further inquiry by the Hagler Institute's Internal Advisory Board. Collaborations can be refined in consultation with the nominee when the individual is recruited.

Please note the following four important points regarding the nominations:

- Each college, the Law School, and the Galveston Campus, will be limited to two Faculty Fellow nominations. These are due November 9, 2018.
- Each college, the Law School, and the Galveston Campus, will have the option of jointly submitting one additional nomination that crosses the boundaries of two or more colleges (endorsed by the deans who participate in cost sharing). These are due November 9, 2018.
- The Provost has approved three institutes established as an outcome of the Academic Master Plan to submit one nomination each with the concurrence of a college dean. These are due November 9, 2018.
- All nominees should be of a "national academy level of distinction" as appropriate for their particular discipline.

Standards for Faculty Fellows and Recruiting Policies

A few examples provide the benchmark of excellence that is our primary aim. Fewer than 70 academics are annually elected to the National Academy of Science (NAS). The National Academy of Engineering (NAE), the National Academy of Medicine, and the American Academy of Arts and Sciences elect a similarly small number of academics annually. These data can be brought into focus by noting that only 15 percent of the Distinguished Professors in Texas A&M's College of Science are NAS members. The national academies apply more selective criteria than we use to select Distinguished Professors. The Advisory Board and I both realize that there are comparable recognitions for the fields not represented by these congressionally mandated academies. The Advisory Board is charged to develop the requisite insight to make informed judgments on the diverse set of nominations received. Major international prizes

(Nobel Prize, Wolf Prize, Draper Prize, Pulitzer Prize, Fields Medal, the National Humanities Medal, and so on) represent even more selective criteria than the national academy-level recognitions. The Hagler Institute's Internal Advisory Board should ensure that successful nominations represent levels of accomplishment, visibility, and selectivity comparable to, or more selective than, those implicit in election to the three congressionally mandated national academies. The first seven classes of nominees were excellent and provide examples of the levels of accomplishment and scholarship diversity associated with successful nominations.

Regarding diversity, the number of under-represented minorities elected annually is, for example, in the three congressionally mandated national academies about 20%. Thirteen percent of our Faculty Fellows to date are under-represented minorities. This statistical truth indicates a need to seek out more highly qualified under-represented individuals who will truly accelerate our programs. The Hagler Institute is driven by nominations. The record shows highly qualified nominees will be approved for recruitment.

The Hagler Institute will be able to make approximately 13 appointments of Faculty Fellows during the eighth recruitment cycle. After the Internal Advisory Board evaluates the nominees, it will establish a priority order for recruiting, and the Director will request that the nominators and deans help in recruitment of all approved nominees. When a nominee declines or delays the starting date of a Faculty Fellow appointment by more than one year, the next highest priority nominee will be considered, and upon approval, the nominator and dean will be notified so recruitment can begin.

The Hagler Institute for Advanced Study at Texas A&M University represents a wonderful, unique opportunity to move the University forward. **The Hagler Institute will continue to succeed if we continue generating a stream of high quality nominations and work hard to recruit them.** This is a truly exciting opportunity. Together we can elevate the faculty and greatly enhance both the quality and reputation of Texas A&M University.

Thank you for your effort. I will be pleased to offer any needed clarifications.

cc: M. Barteau