


John L. Junkins  
Director

**MEMORANDUM**

April 3, 2024

**TO:** Deans, University Distinguished Professors, Institute Directors, Nobel laureates, and members of the National Academy of Sciences, National Academy of Engineering, National Academy of Medicine, and American Academy of Arts and Sciences

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

**SUBJECT: Call for Nominations for 2025-2026 Fellows of the Hagler Institute**

I am delighted to provide this opportunity for you to enhance your program by nominating scholars for the 2025-26 cohort of Fellows of the Hagler Institute (“Hagler Fellows”). We encourage you to solicit prospective nominees from your “rising star” junior faculty, as well as senior faculty, to provide collaborations to accelerate their careers and those of their students.

***Nomination Process:***

- The two-page nomination form for Hagler Fellows should be completed and returned to me on or before **September 6, 2024**.
- The nomination process should be coordinated with the college or school dean and the appropriate department heads who must sign the nomination forms indicating their approval of resource commitments (see Financing of Fellows, below).
- All colleges, schools, and the Galveston campus are allotted five nominations and one joint nomination involving commitments for cost-sharing.
- Colleges and schools with endowed chairs to solely support Hagler Fellows are allotted one additional nomination per endowment per call for nominations.
- The Institute for Quantum Science and Engineering, the Institute for Neuroscience, the Center of Digital Humanities Research, and the Energy Institute are allotted one nomination per call for nominations. These nominations are in addition to the nominations allotted to colleges and schools.
- All nominees should at minimum be of a “national academy level of distinction” as appropriate for their particular discipline. Individuals with a strong mentorship record are desired. Prior Hagler Fellows provide examples of successful nominations. If cross-college and school collaborations are anticipated, highlight them on the nomination.
- **Nominations will be strictly confidential;** No contact should be made with the nominees. Not all nominees receive approval for recruiting, and we do not want to cause “bruises” to distinguished individuals or to the Hagler Institute’s reputation. Nominees will be rigorously evaluated by the Institute’s Faculty Advisory Board (FAB), a revolving panel of nine University Distinguished Professors. Important to note: Director Junkins does not advocate or vote in these evaluations; the FAB determines which nominees are approved for recruiting.
- Nominating entities commit to diligently recruit as Hagler Fellows all approved nominees.
- Nominations are not to be made separately for Distinguished Lecturers. Following discussions with the relevant deans, Director Junkins will decide who, if any, of those FAB-approved nominees who cannot be recruited as Fellows will be invited to be Distinguished Lecturers of the Hagler Institute.

- Characteristics of Hagler Fellows (college and school affiliations, academic focus, race, gender, or country of origin) are determined by nominations and success at recruiting approved nominees. The Hagler Institute is an equal opportunity program devoted to excellence. History indicates that the demography of the Fellows is dominated by the demography of the nominations.
- A record of collegial collaboration and effective mentorship will be important in evaluating nominees.
- Individuals that were not approved by the FAB in a previous round of evaluations are not eligible for re-nomination unless three or more years have passed since the previous evaluation.

***Recruitment:***

- Director Junkins will inform the Dean regarding which nominees are approved by the Faculty Advisory Board for recruitment.
- Director Junkins will make the first contact with each approved nominee.
- Unless the nominee expresses a definite “no” to being a Fellow, the Dean or the Dean’s designated recruiter will follow up to work out the details pertinent to a Fellow offer agreement. The Hagler Institute will provide the Dean or Dean-designated recruiters with summary information about the Institute and the template for the Fellow’s official agreement and remain ready to assist to maximize our chances for timely and successful recruitment.
- Associate Director Clifford Fry will assist the Dean with the writing of the agreement, and with other aspects of the recruitment, as needed.
- The Fellow’s agreement will specify a daily pay rate, and Fellows will visit for a minimum of 65 workdays and a maximum of 260 workdays, which are the government-designated number of workdays in 3 months and 12 months, respectively.
- Emphasizing flexibility is very important. Visits can be spread over a maximum period of 5 years.
- If a Fellow decides to come to Texas A&M for a continuous semester or year, the Fellow’s agreement can be so expressed, and a monthly salary provided. Associate Director Clifford Fry is available to assist with writing the appropriate agreement.

***Financing of Fellows:***

- The Hagler Institute will pay 70% of the Fellow’s compensation for their time working as a Hagler Fellow up to a maximum outlay of \$210,000 (equivalent to \$300,000 total compensation for the Fellow), with the college/department providing the other 30%. The college or school will pay the costs of travel and housing, or provide a stated allowance for such, and any discretionary funds. If a college or school has an endowment to support Hagler Fellows, then the Fellow’s compensation and expenses should be paid from chair income, if possible.
- The Hagler Institute will provide two \$30,000 fellowships for students to collaborate with the Hagler Fellow and the A&M faculty host, and certain allowable fees and health insurance for the student. These one-year fellowships are typically for high-quality PhD students. Departments or colleges/schools will be responsible for paying student tuition.

The impact to date of Hagler Fellows on our colleges, schools, and the university has been remarkable. Together we can continue to enhance the quality and reputation of Texas A&M University generally and your college, school, and department in particular. These appointments frequently prove to be life-changing for faculty and students.

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

CC: A. Sams  
J. Baldauf