

Policy for Faculty and Affiliate Appointments in the National Center for Supercomputing Applications (Draft August 13th 2014, V1.2)

Goals:

- 1) Develop strong, interdisciplinary research groups involving UIUC faculty at NCSA to work closely with infrastructure and development activities to ensure that NCSA continues as the world leader in development and application of leading edge cyberinfrastructure.
- 2) Engage and embed faculty and their research teams in NCSA to contribute to a vibrant, interdisciplinary, collaborative culture of research, development and innovation around broad computational and data areas.
- 3) Provide a balanced, collaborative, productive and innovative environment with NCSA professional staff, faculty and early stage researchers for cyberinfrastructure research, development, deployment and support.

Faculty and Research Organization:

Faculty-led research at NCSA will be organized through a to-be-determined set of thematic areas, with each theme including 2-6 NCSA faculty and additional faculty affiliates, and several research groups. Themes will address major challenges or opportunities that are complex, multifaceted, and interdisciplinary, going beyond traditional individual/departmental efforts, and require a deep connection to NCSA technologies and expertise. Theme characteristics include:

- Broadly defined with a portfolio of component research projects spanning multiple inter-related activities.
- Contribute to the nation's advanced cyberinfrastructure programs.
- Involve faculty from multiple home departments and colleges.
- Align with and advance the Illinois Strategic Plan.

Each theme and research group will have a faculty lead designated by the Director. NCSA faculty and faculty affiliates are coordinated through the Director for Computational Research and Educational Programs, and are represented on the NCSA Academic Council that reports to the Director.

Membership Types:

Faculty at NCSA can be either core faculty or affiliate faculty depending on their level of engagement. Core faculty perform a significant amount of their research at NCSA, typically all

their advanced and interdisciplinary computational/data/cyberinfrastructure research activities, and have full-time NCSA students/postdocs/staff. Affiliate faculty are full members of the NCSA community but do not typically host research activities at NCSA.

Appointment Title:

Faculty appointed as NCSA core faculty will receive zero percent joint appointments. Titles for joint appointments follow the rank accorded by the home departments and include: Professor, NCSA; Associate Professor, NCSA; and, Assistant Professor, NCSA. Faculty status will be granted only to faculty with a tenured or tenure-track rank of Professor, Associate Professor or Assistant Professor in an academic unit at the University of Illinois at Urbana-Champaign.

Faculty appointed as affiliates will receive the joint appointment title of "NCSA Faculty Affiliate." Faculty Affiliate (or Center Affiliate as appropriate) appointments may be given to adjunct faculty, research faculty and academic professionals, in addition to tenure track faculty from this campus and the University of Illinois at Chicago and the University of Illinois at Springfield. In certain cases, Affiliate status may also be granted to individuals from other organizations such as national laboratories, foreign universities, and industry.

Benefits of Affiliation:

NCSA faculty will have access to the center's services (e.g. IT, business office, project management, human resources, public affairs and facility management), and will be co-located in the NCSA building with ready access to interact with NCSA professional staff. NCSA faculty will be provided space commensurate with needs, availability and research activities. NCSA faculty will be full members of the NCSA community, and will be in the NCSA Directory, be included in listserves, wikis etc. NCSA faculty will be able to reserve conference rooms and interaction spaces for their NCSA related activities with fees covered by NCSA.

Expectations for Faculty:

NCSA Faculty and to a lesser extent Faculty Affiliates are expected to play a role in determining the direction and success of Themes. They are expected to make significant commitment of intellectual effort and time to research and other NCSA activities. Examples include:

- Leadership within a research program consistent with NCSA mission and goals.
- Success in obtaining funding from federal agencies and the private sector to support the research program.
- Identification of new opportunities for applying NCSA expertise including potential funding sources
- Publication and presentation of advances in cyberinfrastructure applications and technologies.
- Service as an internal leader in partnering with other faculty and researchers on campus, nationally, and internationally.
- Represent NCSA on and off campus through presentations, participation and/or leadership in writing reports and papers associated with their activities.

Process for Appointment Request:

Requests for faculty appointments will be considered on an ongoing basis.

1) For faculty already on campus, the interested person should initially meet and discuss their interests with the relevant NCSA Theme or Group Leader. If after these discussions, there is a mutual interest on the part of both the faculty member and the Theme Leader, a short letter addressed to the Director from the theme leader indicating how an appointment in the Institute could be beneficial to both the Theme and the individual. The desired nature of the appointment should be spelled out as completely as possible particularly with regard to how the space need will be met.

- A resume should accompany the letter.
- The Director's decision with respect to a request for an appointment will be made with input from the relevant Theme Leader, the NCSA Academic Council and Executive Team and will be based on several factors, including the availability of space and resources, the appropriateness of the faculty member's interests, and research quality, productivity and potential.

2) For faculty being recruited to the campus that have expressed an interest in joining NCSA, the

faculty candidate should discuss their interests with the relevant NCSA Theme Leader or the Associate Director for Computational Research and Education Programs. If after these discussions, there appears to be a mutual interest between the faculty candidate and the Theme Leader, a letter from the department head or chair should be forwarded to the Director indicating the nature of the recruiting situation with all of the information required above for on-campus faculty. In addition, the relevant Theme Leader should send a short letter to the Director indicating how an appointment in the NCSA could be beneficial to both the Theme and the individual.

3) Through the NCSA Faculty Hiring Initiative and the Blue Waters Fellows, NCSA is working to partner with Departments, the Grainger Hiring Initiative and other opportunities on joint faculty hires.

For NCSA Faculty, a standard MOU template will be developed that will be signed by the director, the home department chair, the faculty member, and the NCSA theme lead. This MOU will include common elements describing the nature of the affiliation, space planning, inventory responsibilities, faculty support etc.

Appointment Period:

Each Research Theme will be subject to a periodic review to insure that the NCSA will develop into and be maintained as a world-class facility for interdisciplinary research and development around advanced cyberinfrastructure. *Core faculty appointments made to the NCSA will be for up to maximum of five years, with renewal subject to outcome of the periodic review. Affiliate faculty appointments will be reviewed and renewed yearly each April for the following academic year.*

Home departments are responsible for providing secretarial support and resources for instructional and other non-NCSA efforts of NCSA faculty. Each April, NCSA Faculty will be asked to submit a short statement of NCSA related activities for the past year.

Promotion and Tenure:

Promotion and tenure decisions for NCSA affiliated faculty rest within the home department. NCSA will offer a letter be provided as part of the promotion and tenure package.