

To: Faculty of the School of .....

From: Fall 2006 (Area) Search Committee  
Don A, Professor of ABC  
Kerry B, Professor of DEF  
Laura C, Assistant Professor of GHI

Re: Proposed Appointment of Dr. Candidate, Assistant Professor, Step III

Date: December 12, 2006

### **Summary**

The Fall 2006 (Area) Search Committee unanimously and enthusiastically recommends the appointment of Dr. Candidate as Assistant Professor, Step III, effective July 1, 2007.

### **Background of the Search and Recommendation**

In September 2006 an advertisement was posted online at the ABC job board, the centralized location for job postings, and on the UC Merced website. The committee solicited applications from ..... working in either of two major areas:

- Institutions, including the sources of institutional change, the impact of ....., or the consequences of institutional structure on ..... outcomes;
- Race/ ethnicity, gender, or family structure as it relates to ..... Behavior and outcomes.

The advertisements generated a large pool of qualified candidates. Following campus visits and candidate presentations by the top applicants, Dr. Candidate was ranked first by all committee members.

### **Background of the Candidate**

Dr. Candidate received his B.A. in political science from QRS College in 1993. In 2001 he earned a Ph.D. in political science from the University of XYZ. Dr. Candidate began his tenure-track appointment as an assistant professor at the University of ABC in 2001.

### **Research**

Dr. Candidate's research focuses on ..... There are three main threads to his work: ..... In addition, Dr. Candidate has ancillary research interests in ..... that he is beginning to explore. What Dr. Candidate brings to the study of ..... is rigorous scientific methodology, where little has existed traditionally. Dr. Candidate asks important theoretical questions, collects an impressive set of data to test his ideas, and then uses sophisticated econometric modeling to test his hypotheses. As Reviewer E (par. 2) notes, "This brand of work

will continue to bring Dr. Candidate considerable scholarly recognition in the future since his work is both intellectually fresh and not focused on merely testing existing theoretical propositions with new/different case data that is commonplace in much of the study of .....

To date Dr. Candidate has published one book, nine journal articles, and one book review. In his publications, he .....

The first element of Dr. Candidate's research agenda explains .....

One of the distinguishing features of Dr. Candidate's work in this area is the careful and assiduous data collection that enables him to test his theoretical predictions empirically. For example, .....

The second component of Dr. Candidate's research explores how other branches of government constrain or shape the federal judiciary. His work in this area is exemplified .....

The third thread in Dr. Candidate's body of scholarship investigates ..... interpretation of precedent, specifically the question why and when .....

In sum, the committee's analysis of Dr. Candidate's research conforms to the assessment of his reviewers. Representatively, Reviewer I (par. 7) argues that "Joe's research offers significant theoretical contributions with methodological sophistication." Dr. Candidate is clearly making an impact on the field of ..... with his fresh theoretical approach, relentless data collection, and savvy empirical analysis.

### **Teaching**

Dr. Candidate has significant experience as an accomplished instructor, having taught a variety of courses at both the undergraduate and graduate levels at the University of .....

The courses that he has taught at the undergraduate level are ..... His graduate courses have been ..... Dr. Candidate has consistently received high ratings from his students – his overall rating for every course that he has taught has been higher than the department average. In addition, the modal answer to the statement "This instructor is an effective and successful teacher" is "strongly agree." The ratings for the graduate-level courses taught by Dr. Candidate are even stronger than those of his undergraduate courses. While students find Dr. Candidate to be an engaging teacher, evidence from the course evaluations as well as inspection of Dr. Candidate's syllabi suggest that he is also a very demanding instructor (the average response to the statement "I worked very hard in the course" is between "strongly agree" and "agree" for all courses). His graduate syllabi include challenging readings and assignments that provide rigorous training for students, such as preparing journal-ready papers and presenting papers in a conference-like setting. His undergraduate courses incorporate creative assignments such as preparing and submitting ..... In addition to his classroom instruction, Dr. Candidate has been on the dissertation committees for four Ph.D. students in ....., and has served on the thesis committee for one masters' student and one honors undergraduate student.

In addition to excellent student evaluations, Dr. Candidate's reviewers also speak highly about his effectiveness as a teacher. Reviewer E (par. 6), who has observed Dr. Candidate's classroom

performance, writes that “I was most impressed by his clarity and respect that he displayed toward each and every student.” Moreover, Reviewer H (par. 10) remarks that “Joe has a dynamic lecturing style that conveys his enthusiasm for the subject matter. His lectures are well-organized, thorough, and introduce students to important theoretical topics in understandable ways.” Reviewer B (par. 5) comments on Dr. Candidate’s dedication as a teacher: “I am amazed at the amount of time he puts into his [undergraduate] students.”

The reviewers’ comments also provide valuable insight into Dr. Candidate’s exceptional involvement as a mentor for graduate students. Reviewer E (par. 6) points out that Dr. Candidate .....

Given the objective evidence from his student evaluations, the observations of his reviewers, and the committee’s own assessment of his seminar presentation, we are confident that Dr. Candidate will be an outstanding teacher at UC Merced and serve an invaluable role as the founding ..... faculty establish their curriculum. Moreover, given the specific content of Dr. Candidate’s research based on ....., he is likely to attract numerous undergraduate students who are interested in preparing themselves for graduate school.

### **Service**

Dr. Candidate has established an early track record of contributing meaningful service to his department and to the profession more generally. At ..... he has served on a search committee, as an elected member of his department’s Advisory Committee for two years, and has co-organized the departmental research workshop for many years. Moreover, he has been active in his department’s graduate program, having served on a committee to revise the curriculum and now serving as the Ph.D. Placement Director. Reviewer B (par. 7) notes that Dr. Candidate has already been slated to be the director of graduate studies once he is promoted (and assuming he is still at LMN). At the university level, Dr. Candidate has served for two years as a Faculty Senator, which is a very positive sign that he cares about shared governance issues.

Dr. Candidate also has been an active participant and leader at various meetings of his professional associations. In 2004 and 2005 he served as a panel discussant .....

Dr. Candidate’s reviewers uniformly comment on his collegiality and on the particular characteristics that will make him successful in program-building at UC Merced. Reviewer B (par. 7) indicates that Dr. Candidate’s colleagues ...

From the detailed picture that his reviewers have provided and the committee’s own interaction with the candidate, we have every expectation that Dr. Candidate will be an invaluable contributor to the program building and recruiting efforts in which all faculty must participate.

### **Reviewers**

All reviewers who responded to our request for an evaluation were clearly supportive of the proposed appointment at the assistant professor level. The reviewers emphasize that Dr. Candidate is having a significant impact on the profession, thus making him a worthy addition to the University of California faculty. Reviewer G (par. 2) argues that Dr. Candidate is one of a

group of ..... scholars within ..... taking “the profession by storm.” All of the reviewers comment that Dr. Candidate brings fresh theoretical and empirical rigor to the study of..... Dr. Candidate is a member of a maverick group of scientists who are changing the nature of research in ..... Reviewer G (par. 2) maintains .....

Finally, in addition to his excellent scholarship, the reviewers also highlight Dr. Candidate’s collegiality, which bodes well for our small interdisciplinary faculty. Reviewer F (par. 6) notes, .....

In summary, the committee’s own evaluation of the quantity and quality of the candidate’s scholarship and teaching matches the very high opinions of the external reviewers.

### **Contribution to Diversity and Equal Opportunity**

Dr. Candidate embraces the University of California’s commitment to excellence and equity in his research, teaching, professional and public service contributions. He has participated in the preparation and outreach of programs designed to remove barriers facing women, minorities and veterans. He has an exceptional record of mentoring students and colleagues from groups underrepresented in his field. He has developed effective teaching strategies for the educational advancement of students from groups underrepresented in higher education. He has taught in minority serving institutions and has experience teaching students with disabilities.

Dr. Candidate research interest contributes to diversity and equal opportunity in higher education with his work on issues such as evaluating programs, curricula and teaching strategies designed to enhance participation of underrepresented students in science and engineering. Dr. Candidate has the communication skills and cross-cultural abilities to maximize effective collaboration with a diverse community of campus and external colleagues. (Refer to Exhibits K and L for guidelines.)

### **Programmatic Fit**

Dr. Candidate would be an outstanding appointment for the School of ..... He not only has established a solid record of research in ....., but he also has broad-ranging intellectual interests that will facilitate the types of interdisciplinary scholarship we hope to foster in the School. His research in ..... is grounded in mainstream ....., but these interests also open the door for creating interesting links to the ..... faculties. There is an initiative within (this school) to build an interdisciplinary group of researchers in law and society and new institutionalism who study such topics as the causes and consequences of ..... Dr. Candidate’s work contributes importantly to our understanding of ..... He would be an outstanding faculty member for the institutional studies group at UC Merced.

Furthermore, Dr. Candidate’s empirical methodology is similar to ....., so the level of interaction between Dr. Candidate and the ..... group that has developed at UC Merced will be high. Dr. Candidate’s expertise in ..... will benefit the ..... faculty who work on issues related to the interaction between economic outcomes and the ..... process.

In terms of bringing a unique portfolio of research and teaching talents, maturity as a faculty member, collegiality, and professionalism, Dr. Candidate represents an ideal appointment in ..... and for UC Merced.

Committee for “discipline” candidate Joe Candidate, Ph.D.

Don A                      Signature \_\_\_\_\_                      Date: \_\_\_\_\_

Kerry B                      Signature \_\_\_\_\_                      Date: \_\_\_\_\_

Laura C                      Signature \_\_\_\_\_                      Date: \_\_\_\_\_

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