Enabling a true collaborative and interdisciplinary hub that brings together unique faculty who focus on the use and evolution of computing in artful and impactful ways within other fields.

Maintain the preeminence of MIT's EECS.

We expect to recruit, hire, mentor and promote a diverse and talented faculty with particular attention to historically underrepresented groups in computation.

Equitably recognizing the value of all appointment types to the College of Computing (avoid ‘double jeopardy’ in faculty appointments).

Recognizing the aims and values of a plurality of contributing disciplines.
Faculty Categories

Multi-Community Faculty (MCF)

- **Multi-Community Faculty** members are those with:
  1. dual or joint appointments between departments or
  2. appointments in both a department and major lab or institute (e.g., CSAIL or IDSS).

- In the SCoC, MCF appointments could consist of dual, joint, or more robust, innovative types of cross-departmental appointments between an existing department and the SCoC.
Cluster Area Faculty

Cluster area faculty are members of interdisciplinary teams that collaborate around a defined theme of inquiry.

Cluster themes and hiring will:

• Include existing faculty and targeted hires
• Improve the diversity of the faculty.
• Establish cohorts of scholars focused on new intellectual themes or questions that cut across disciplines, departments, and schools.
• Provide the basis for new courses and curricula as well as new research opportunities.
• Draw on existing strengths and emerging areas of discovery to establish points of distinction, invigorating intellectual engagement.
Models for Appointments of Existing Faculty

Automatic Appointments

• Faculty who have appointments in EECS or are PIs in CSAIL would automatically qualify for faculty appointments in the SCoC.

• Existing faculty in the following groups could automatically qualify for MCF (dual or joint) appointments in the SCoC—subject to confirmation by the SCoC dean and SCoC Council:
  
  ➢ Faculty who teach computing courses, regardless of department or school and whether or not these courses are disciplinary computer science courses.

  ➢ Faculty who conduct research (including scholarship, artistic practice, etc.) significantly involved with computing, regardless of department or school. (This may include colleagues with humanistic and social scientific approaches to computing theory and practice who routinely collaborate with technical colleagues.)
Models for Appointments of Existing Faculty

Self-Appointments

This model would allow any existing MIT faculty member to self-nominate for a dual, joint, or affiliate position, subject to approval by their current department head and the dean of the SCoC.

A mechanism would have to be introduced that would enable evaluation of such requests for SCoC affiliations.
Models for Appointments of Newly Hired Faculty

Conventional
• Lines are allocated by deans to the hiring unit based on internal priorities and trajectory
• Hiring unit (department) manages search process independently and decisions are internal to each School

Hybrid (Clusters)
• Hiring units (departments etc.) propose new priority areas (clusters) that are not necessarily present in any department to a special hiring SCoC committee composed of reps from all schools.
• Departments or a multidisciplinary SCOC committee will suggest searches that fall within these areas.
• Once approved (based on SCoC assessment) units (departments) conduct searches in collaboration with faculty members from the SCoC.
Example: **Hybrid Model for MCF SCoC Faculty Appointments**

Department X, proposes hiring in a specific area (cluster)

*IDEA: For a new slot each department will have to allocate ½ line and ½ will come for CoC (i.e. possibly doubling the number of new MCFs)*

1) SCoC standing committee* reviews and recommends (to the SCoC Dean and Department dean) approval for department X to start a search process.

2) Department X establish search committees, with at least one representative from the SCoC standing committee

3) Search process is run and administered within the department

4) Short list is vetted and approved by the department and SCoC standing committee. (Two thumbs up needed for approval and hire)

5) Decision on final candidate made by the search committee and the department

6) The department is considered the Home department for the newly hired faculty for all purposes (mentoring, promotions etc.) with SCoC input

* SCoC Standing Committee is composed of faculty reps from MIT 5 Schools + Reps from EECS (40% CS 60% others) This Committee is similar to the current Schools’ councils and is headed by the Dean of CoC.
Suggested by all faculty

Departments suggest topical hires within each cluster

Selection of topics/fields by SCoC special MCF committee

Allocation of slot to department

By department with SCoC rep

By department with SCoC approval

SEARCH

Hiring Appointment
Faculty Rights and Responsibilities
(sample)

- MCF should play a central role in decisions made about other MCF (i.e., roles related to faculty tenure, promotion, search, rules for appointments, etc., should be equitable in relation to other SCoC faculty).

- All MCF with substantive appointments should have the right to admit graduate students into the SCoC and otherwise participate equitably in the graduate admissions process.

- MCF should be treated equitably (note: equitably vs. equally) regarding the allocation of space and other resources.

- MCF members must participate in the steering of tenure and hiring cases for other MCF.

- Grants should be run through the SCoC in a manner that is relatively proportional to appointment.

- Members must commit to funding and advising students they admit in a manner equitable to single-discipline faculty.
What we did not get to

- **Other Academic Appointments and Staff:**

  We were not tasked to consider staff appointments at the SCoC or appointments for individuals not on a tenure track but who may teach (e.g., technical instructors, instructors, lecturers, professors of practice, research scientists)

  These appointments and affiliations need to be examined and deliberated.