

Title: Faculty Search for Radical Collaborations in Sustainability: **Increasing Food Security**

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Date: Wednesday May 2, 2018 12:00 – 1:00pm 300 Rice Hall

Preamble

This topical lunch is the first in a series to gather faculty across different disciplines at Cornell to develop a strategy for high-level faculty hires as part of the Provost’s initiative promoting Radical Collaboration on Solutions for Sustainability.

The Strategic Plan of the Cornell University Sustainability Task Force includes hiring eight senior faculty that are able to and interested in radical collaborations across disciplines. At this topical lunch, we will focus on effective approaches to hiring faculty working on **food security**. We will identify hurdles to attracting outstanding faculty, ways to engage potential candidates, and the process of bringing candidates into the discussion, from first contact to a formal hiring process. The goal is to hire faculty who have achieved preeminence in their field, and whose research has influenced opinions, practices, products or policies in the public or private sectors. Furthermore, each hire will have the ambition and ability to be a leader in further developing research and/or education synergies across disciplines to help accomplish Cornell’s knowledge-to-impact agenda in sustainability.

Notes



Topics Areas for Topical Lunches (2018-2019):

- Humanities and Social Sciences (already held)
- Food Security
- Accelerating Energy Transitions
- Advancing One-Health
- Rural-Urban

Topic areas mentioned in the sustainability task force report as possible examples for faculty hires:

- a) Facilitating transitions to sustainable lifestyles in local communities;
- b) Global questions of environmental justice, climate justice and intergenerational equity;
- c) Envisioning sustainability using environmental humanities: past and future interactions between humans and the environment
- d) National and international governance of sustainability;
- e) Regional to national energy infrastructure and energy transitions;
- f) Regional to global scale land-use change modeling and/or remote sensing;
- g) National and international food security;
- h) Regional to global scale water resources on natural and/or managed lands; and,
- i) National and international biodiversity conservation under climate change.

Faculty profile:

- Preeminence in their field
- Influenced opinions, practices, products or policies in the public or private sectors
- Ambition and ability to be a leader in further developing research and/or education synergies across disciplines to help accomplish Cornell's knowledge-to-impact agenda in sustainability

What is on offer:

- 50% of salary for the first 5 years from the provost's initiative
- Home department where tenure resides, will provide the remainder and ongoing funding
- Significant responsibility to the Atkinson Center for at least the first five years
- Other aspects as negotiated
- Atkinson Center affiliation will add value to the faculty and home department

How we envision the process:

- 8 faculty (1 already hired; Cathy Kling, Dyson School)
- Sustainability Task Force Coordinating Committee
- No deadlines, 5-year time frame (flexible?)
- Originated Informal networks, Cornell departments, individual Cornell faculty

Discussion items:

- What additional mechanisms can we implement?
- Are we looking for the right candidate profile?
- Are all possible groups on campus involved?
- What are possible candidates?

Action items:

- To make sure that chairs and faculty know who to talk to about possible candidates (→ anyone on the task force hiring committee) (committee; chair)
- Consider part-time appointments at Cornell (or 'borrowing' from other institutions) (committee)

- Pitch the opportunity and discuss the process at Chairs' meetings with Deans in all colleges (chair)
- Consider hiring out of industry (where candidates may have different profiles than in academia) (all)
- Ensure that broad proposals/hires are made (committee)
- Proactively address possible concerns by targeted candidates that there may be a problem at Cornell if they need to hire collaborative faculty (committee)
- Search committee should more actively look for candidates that fit (committee)
- Consider (as the search committee, but also every faculty member or academic units) organizing a (food security) conference, inviting targeted candidates for seminars, attend conferences with the intent to screen for possible candidates to propose. (all)
- Address possible confusion and onslaught of interdisciplinary (radical) opportunities that in general make faculty uneasy about the future landscape of the academy; bring them along to be able to capitalize on opportunities such as the radical collaboration, also and especially beyond science (ACSF)
- Compile a list of faculty in food security (ACSF?) to approach to generate candidates