

## **Faculty Nominations**

In creating the School of Public Policy, the provost announced that the school would include faculty in the Department of Policy Analysis and Management (PAM), as well as policy-focused faculty from the Department of Government and other relevant departments across the university. Our committee was charged with identifying a plan and process for adding an initial group of founding faculty, with the full understanding that additional faculty would be added once the school was launched.

In undertaking this task, we faced a tension between ensuring broader representation of the university's excellent policy strengths in its founding faculty and our limited capacity to speak on behalf of the future leadership and full faculty of the school. We balanced this tension by enacting a plan with two parts:

- 1) We invited a relatively small subset of policy-relevant scholars from outside PAM and Government to join the School of Public Policy at its outset. Just as with the faculty in the school from PAM and Government, these faculty will have permanent membership and full voting rights, as well as an expectation for their full participation in the operations of the school. In making these appointments, the committee considered a complex number of factors, including the prominence of and focus on policy scholarship in one's work; the connection of faculty scholarship to the focus areas of the school (and ability to complement those strengths in emerging areas such as race, racism, and policy); representation from across departments, colleges, schools, and disciplines; current and future teaching needs of the school; and a commitment to the vision of the school as articulated by our committee, previous committees, and leadership.
  
- 2) While the committee chose a limited number of faculty at this stage, we recognize that the SPP leadership will take further steps to add faculty. Some of this growth will occur by new hiring, often by collaborating with other units on campus on joint faculty appointments. Additional growth in the faculty membership will also occur in at least three forms: (i) additional permanent faculty appointments with shared governance and activities, (ii) fixed-term joint appointments with shared governance and activities, as is the standard in many departments, and (iii) courtesy appointments. The exact process for determining these appointments will be established by the SPP leadership and faculty.