

## Lydia Lee

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**From:** Timothy Pinkston  
**Sent:** Wednesday, September 05, 2018 7:03 PM  
**To:** Julian A. Domaradzki  
**Cc:** Yannis Yortsos; Gaurav Suhas Sukhatme; Linda Rock; Brandi Jones; Malancha Gupta; Jorge Castilla; Lydia Lee; Timothy Pinkston  
**Subject:** AME faculty search request  
**Attachments:** AMEPosition\_F18\_v2.pdf; New Faculty Search Request Form-AME 2018.pdf; 180720\_Training to Foster Diversity in Faculty Hiring.pdf; 170817\_Casting the Net Widely.pdf

Dear Julian,

The Dean has authorized an open T/TT faculty search in AME with priorities given to the following areas: advanced manufacturing, robotics and autonomous systems; and aerospace structures and aeroelasticity. The attached draft ad for the search looks fine.

Please share the names of the search committee (co-)chair(s) and members once determined, and also be sure to have the search committee chair(s)/members attend the “Training to Foster Diversity in Faculty Hiring” training event held by the Provost’s Office on September 12th (see attached memo).

We wish to emphasize further the importance of conducting an inclusive search that will additionally increase the diversity of our faculty. Please reinforce this message to the search committee and your departmental faculty. In implementing efforts to cast the net widely in the faculty search (see the attached memo dated 8/17/17 from the Provost), you are encouraged to seek WiSE Support to Facilitate Diversity in Faculty Searches (<http://wise.usc.edu/our-programs/grants-and-awards/faculty/support-for-facilitating-diversity-in-faculty-searches/>) and take other proactive steps. I can be available to meet with the committee, along with our Vice Dean for Diversity and Strategic Initiatives and Viterbi’s WiSE Chair (both cc’d here), to discuss best practices in facilitating various proactive actions to enhance efforts for diversifying the applicant pool.

It is important for searches that are relevant to other department(s), even partially, for there to be coordination on the progress of the search and prospective visits of potential candidates between the departments. This certainly applies for these search areas given the synergies you mentioned in your Faculty Search Request form attached (besides the possible synergies with CS and EE for some areas, there could be synergies between ASTE as well). Hence, please keep this in mind and act on this.

Finally, as was discussed during this year’s Dean’s Retreat, please include an assessment stage at the end of this year’s search cycle/process that surveys candidates who received offers from us—both those who accept and, importantly, those who decline—to gain a better understanding of why they made their choice so that we can learn from this year’s search process for the benefit of future searches. Also, please bring any dual career opportunities to our attention as soon as you become aware of them so that we can appropriately explore possible ways of resolving them in a timely manner.

We trust this search will be successful in attracting outstanding new faculty to join our ranks, and we look forward to working with you toward achieving this.

Best,

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