

MEMORANDUM

To: Viterbi Department Chairs
From: Timothy M. Pinkston, Vice Dean for Faculty Affairs
CC: Yannis C. Yortsos, Dean, USC Viterbi School of Engineering
Elizabeth Graddy, Executive Vice Provost
Date: January 3, 2019
Subject: Viterbi Diversity Recruitment Initiative

I am pleased to announce a new initiative on diversity recruitment, with the goal of attracting three outstanding scholars this hiring cycle who will help to further diversify the make-up of our faculty, particularly among traditionally underrepresented minority (URM) populations in engineering.

The Provost has recently launched a new \$50M initiative on fostering our diverse academic community (see his November 1, 2018 memo and a follow-up memo dated November 21, 2018, both of which are attached). This offers the opportunity for provost funds to be requested by Viterbi in support of hiring world-class tenure-track faculty in our efforts toward promoting diversity, equity, and inclusion. This Viterbi initiative leverages these newly available funds provided by the Provost's Diversity Initiative.

This new Viterbi initiative provides for the hiring of three highly qualified faculty candidates across the School for this year's hiring cycle. As funding for these new hires will be supported under the Provost's Diversity Initiative, their recruitment—which will have the additional benefit of further diversifying our engineering faculty—will be complementary, and thus in addition, to the hiring that may come from existing recruitment efforts and funding. This opportunity for increasing faculty hiring is available to all departments authorized to conduct faculty searches this year. There is no departmental limit other than the School-wide ambitious target of three such successful recruitments. Hence, timely action by departments is encouraged so as to take full advantage of this opportunity while it remains available. To benefit from this initiative, simply nominate qualifying candidate(s) in a brief memo to the Dean describing how they would be an outstanding hire and contribute to/promote diversity in their field. Nominations may be made separate from, or in combination with, hiring requests from existing funds. In all cases, we seek to recruit top talent—outstanding faculty who will contribute significantly to our academic mission, keeping in mind that excellence and diversity are intertwined, going hand-in-hand.

USC Viterbi has made, and continues making, progress in diversifying its faculty, including traditionally URM populations in engineering at all ranks. While we have made significant gains, much more needs to be done not only to maintain pace with our aspirational peers but also to become a recognized national leader in increasing faculty diversity—in this case, related to URM faculty in engineering. Achieving our goal through initiatives such as this will only come about from concerted effort bolstered by championing and ownership at the departmental faculty level. I encourage you to lead in this.

