CAS FACULTY RECRUITMENT PROPOSAL

Department: Computer Science
Proposed Rank/Title (Include justification if requesting advanced rank): Two Lecturers
Rank order (If submitting more than one request): n/a
Academic Specialty (brief descriptive phrase): teaching foundational courses in CS
Other Departments/Programs/Schools that will be involved in the search (please specify if this will involve a joint/joint programmatic appointment): n/a
Proposed Starting Date: 7/1/23
Proposed Starting Salary: $110,000
New Line or Replacement Line? If replacement, for whom? One replacement for Vahid Azadeh Ranjbar + one new line in systems

Brief Position Description (75 words maximum; not the ad text.):

A computer scientist able to teach foundational courses in computer science, mainly at the undergraduate level, in areas such as programming, computer systems, algorithms and data structures, software engineering, data science, and/or security.

Brief Position Justification: (75 words maximum):

Please see above. As our department continues to grow enrollments, lecturers play a critical role in teaching our foundational courses for majors/minors and our courses geared towards non-majors looking to gain quantitative/CS skills.

Brief Statement on how the department will build a diverse pool of candidates (75 words maximum):
We actively seek to build diversity in areas of study and in faculty. Recent female hires in our department (Saenko, Whiting, Ene, Raskhodnikova, Kalavri, Erdos) were each encouraged to apply by our own faculty members. This allowed us to broaden and deepen our coverage in machine learning, graphics, algorithms, and data stream processing. Concerted personal faculty outreach to members of URGs within their broader network is our primary strategy.

Brief Statement of the long-term vision and plan for developing faculty diversity in the department (75 words maximum):
We continue to advertise our positions to communities that bring women and other under-represented groups together, for example through our sponsorship and presence at key recruiting conferences such as Grace Hopper Conference for Women in Computing as well as the ACM Tapia Celebration of Diversity in Computing. We also leverage the Chronicle's "Diversity Boost" targeted advertising.

Advertising:

Advertisement Text:

The Department of Computer Science invites applications for a non-tenure track full-time lecturer position beginning in Fall 2024. Qualifications required of all applicants include a Ph.D. (or at least a Master's) degree in Computer Science or a related discipline, and a commitment to teaching excellence. The position requires teaching foundational courses in computer science, mainly at the undergraduate level, in areas such as programming, computer systems, algorithms and data structures, software engineering, data science, and security.

The Department consists of a diverse group of 36 tenured and tenure-track faculty members, and offers programs leading to B.A., M.S., and Ph.D. degrees. The Department has research strengths in data mining, databases, graphics, image and video computing, machine learning, natural language processing, networking, distributed systems, operating systems, programming languages, formal methods, real-time systems, security and cryptography, and theory of computation and algorithms. In addition, members of the Department collaborate closely with faculty across the university including mathematics and statistics, computer engineering, mechanical engineering, biology, earth and environment, economics, law, medicine, among others. Candidates are encouraged to demonstrate throughout their application their attention to diversity and inclusion as these topics relate to teaching and engagement within the academic environment. Review of applications will begin immediately and continue on a rolling basis. Additional information about the Department is available at http://www.bu.edu/cs. Qualified applicants should apply at INSERT AJO LINK HERE. Review of applications will begin on February 1, 2024.

Boston University expects excellence in teaching and in research and is committed to building a culturally, racially, and ethnically diverse scholarly community (https://www.bu.edu/info/about/diversity). Boston University is an AAU institution with a rich tradition dedicated to inclusion and social justice. We are proud that we were the first American university to award a Ph.D. to a woman and of our record of inclusiveness. The College of Arts & Sciences includes diversity as one of five strategic goals. We are dedicated to increasing the participation of all talented students and are committed to the pursuit of Computer Science by underrepresented groups at BU and beyond (https://www.bu.edu/cs/people/diversity/). We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law. We are a VEVRAA Federal Contractor.

I. Advertisements: Print and Electronic
One time placement unless otherwise noted. Visa sponsorship continues to require that you include at least one print advertisement in an appropriate venue (may include professional journals or the Chronicle). All positions will be posted on academicjobsonline.com, BU Human Resources, insidehighered.com, and higheredjobsonline.com.

A. Itemized Cost of Advertisements (add more lines as necessary):

Outlet Name (e.g. journal title)	Submission Deadline	Cost
CRA	Apr.15 for May and June newsletters	~$1,150 ($3/word)
IEEE	Online anytime (60 day posting)	$559
ACM	Online anytime (60 day posting)	$1,099
Chronicle (Vitae) online – with "diversity boost" (additional placement on target diversity sites)	Online anytime	$634

Subtotal for Advertisements**: ___$3,442_____**

II. Off-Campus Conference Interviews (where appropriate):
*CAS support is limited to **one search committee member**. Receipts necessary.*

A. Conference, location, and dates:
B. Faculty member:
C. Itemized costs of Off-Campus Interviews (add more lines as necessary):

Item	Cost

Subtotal for Off-Campus Interviews: ___**$0**_____

III. On-Campus Interview Costs

$3,000 budget to cover three campus visits (junior search) plus actual airfare and taxi/other transportation costs
$4,000 budget to cover three campus visits (senior search) plus actual airfare and taxi/other transportation costs
$1,800 budget to cover campus visits for lecturer searches, inclusive of transportation costs

Subtotal for On-Campus Interview Costs:__**$1,800**_

TOTAL RECRUITMENT COSTS REQUESTED: ____$5,242_____

Start-Up Expenses Requested:

List all start-up resources requested on the following grid (add more lines as necessary):

Item (if unusual, append an explanation below)	Department Contribution	Requested Contribution	Fringe Benefits Cost on Personnel Charges	Total Cost
Research Account (if appropriate)				
Course release at the post probationary rate				
Summer salary (if appropriate) Plus Fringe				
Library resources (including digital archives)				
Computer and software		$3,000		$3,000
Science startup including personnel costs (please itemize fully and be sure to detail the fringe benefits costs)				
TOTAL START-UP FUNDING				$3,000

Space/Renovation Expenses Requested:

If you are proposing converting a space that isn't currently classified as an office, or proposing any type of laboratory renovation, please contact Lisa Doherty, CAS Director of Operations & Space Planning in advance of submitting this form. She can be reached at ldoherty@bu.edu or by calling 358-2386 to initiate a discussion.

I. Primary Office Address: 665 Commonwealth Avenue
  A. Room Number: CDS 710
  B. Current Occupant: n/a
  C. If there is a need to shift multiple faculty offices to accommodate this search, please describe: n/a
  D. Does this space need paint and carpet? Yes or No: No
  E. Does this space need new furniture: Yes or No: No

II. Laboratory Address:
  A. Room Number(s):
  B. Current Occupant if applicable:
  C. Please briefly describe the purpose and activities of the laboratory:
  D. Description of laboratory activities/type of lab (web lab or computational):
  E. Does the lab require any form of infrastructure not already available in the space:

F. Will the search include candidates who use animals in their research? Yes or No:

Submitted by: Abraham Matta, Chair, Computer Science
Date: 11/28/22