

2023-2024 AME Recruitment Plan

Search Committee: Meenal Datta, Robert Landers (chair), Tengfei Luo, Ryan McClaren, Hirotaka Sakaue, Patrick Wensing

This document outlines the faculty search recruitment plan for the Aerospace and Mechanical Engineering department for the 2023-2024 academic year. We are employing the following mechanisms to build a large, diverse pool of highly qualified candidates:

1. We regularly encourage faculty to seek out potential candidates throughout the year. We send the ad to faculty once it has been approved and encourage them to distribute it to their colleagues, including colleagues at minority serving institutions, and post it on their society list serves. Our faculty attend conferences where they actively recruit potential candidates. We will also ask each faculty member to identify at least one candidate and remind faculty that they can contact the committee with anyone they would like to invite and we will ask the department chair to invite them.
2. The Department Administrator sets up the position on Interfolio. Once approved, they submit the ad to Academic Keys and the Chronicle of Higher Education. Once on Interfolio, the ad is automatically submitted to the following sites:
 - a. Indeed.com
 - b. HigherEdJobs.com
 - c. HBCUconnect.com
 - d. DiversityJobs.com
 - e. SWE.org
 - f. AISES.org
 - g. SHPE.org
 - h. Mymaes.org
 - i. SACNAS.org
 - j. NSBE.org
 - k. AIAA.org
 - l. DiversityWorking.com
3. We have built a list of ambassadors with strong connections to the department. This list includes professors, research scientists, current PhD students, and postdocs. Once the ad has been approved, the search chair contacts these ambassadors and encourages them to help identify excellent candidates.
4. We continually cultivate a list of potential candidates by utilizing the Edison Lecture Series and Future Faculty Workshop and through personal connections. Each year committee members review the list and determine candidates we should contact. We will contact organizers of other Future Faculty Workshops to obtain a list of potential candidates.
5. The department chair will build relationships with
 - a. Prairie View A&M University: ME chair Jeffrey Streater (jestreator@pvamu.edu)
 - b. FAMU: ME chair William Oates ([woates@eng.fsu.edu](mailto:woates@eng.famu.fsu.edu)).
 - c. Tuskegee: ME department chair Olakunle Harrison (oharrison@tuskegee.edu) and Aerospace Sciences chair M. Javed Khan (mjkh@tuskegee.edu)
 - d. Howard: ME chair Nadir Yilmaz (nadir.yilmaz@Howard.edu)
 - e. North Carolina A&T: ME chair Frederick Ferguson (fferguso@ncat.edu)
 - f. University of Puerto Rico at Mayagüez: ME chair Nestor

Perez (nestor.perez3@upr.edu)

g. University of Texas at El Paso: AME chair Jack Chessa (jfchessa@utep.edu)

h. Texas Tech: ME chair Song-Chang Kong (sokong@ttu.edu) i. UC Merced: ME chair

Ashlie Martini (amartini@ucmerced.edu) j. New Mexico State University: MAE chair Jay Frankel (jfrankel@nmsu.edu)

6. To ensure a large, diverse pool of applicants, we will send our advertisement to the following places:
 - a. American Indian Society for Engineering and Science (conference@aises.org)
 - b. Institute for Broadening Participation (contactus@ibparticipation.org)
 - c. MAES Latinos in Science and Engineering (questions@mymaes.org)
 - d. National Society of Black Engineers (<https://www.nsbe.org/Contact-Us>)
 - e. Out in Science, Technology, Engineering, and Mathematics (<https://www.ostem.org/page/contact-us>)
 - f. Out to Innovate (<https://www.outtoinnovate.org/contact>)
 - g. Society for Advancement of Chicanos/Hispanics and Native American in Science (info@sacnas.org)
 - h. Society of Asian Scientist and Engineers (ideas@saseconnect.org)
 - i. Society of Hispanic Professional Engineers (shpenational@shpe.org)
 - j. Society of Women Engineers (conferencemanager@swe.org)
7. To ensure a large, diverse pool of applicants, we solicit applications from all areas of aerospace and mechanical engineering. While we mention targeted areas in the ad, we indicate we will consider all areas. This has resulted in applicant pools of 406 in 2017-18, 499 in 2019-2020, 539 in 2020-2021, and 410 in 2022-2023 applications compared to 73 applicants in a targeted search for data-driven advanced manufacturing in 2020-2021.