



## Department of Medicine

SCHOOL OF MEDICINE

UNIVERSITY OF COLORADO  
ANSCHUTZ MEDICAL CAMPUS

### **University of Colorado Interdisciplinary Professorship**

The Department of Medicine (DOM), with support from the School of Medicine (SOM), has allocated \$15M to recruit 8-10 interdisciplinary research faculty (from outside institutions) over the next 3-5 years. The goal of this initiative is to recruit outstanding faculty to catalyze new collaborations to bridge scientific/clinical disciplines within the DOM and broader Anschutz research community, accelerating discovery in a variety of fields of interest to the DOM.

#### **Process for identifying potential candidates for Faculty Recruits**

1. Ideal candidates will be advanced assistant professors or early associate professors with publications in high-impact journals and a record of NIH or equivalent funding; R0-1 or equivalent awards. However, we are willing to consider earlier stage candidates with promising lines of investigation.
2. The candidate should have expertise in a research area that already is or could easily become interdisciplinary in the DOM and would enhance the research portfolio of at least two scientific/clinical disciplines and create the possibility for novel program development.
3. Division Heads and their faculty should be the primary source for identifying potential candidates for recruitment. The DOM faculty are best positioned to identify specific candidates in opportune areas of interdisciplinary research.
4. Division Heads/faculty should identify at least one partner from another DOM division or University Department/Center that would also benefit from and participate in the recruitment. Partnerships with affiliate institutions such as the VA, Denver Health, and National Jewish Health are encouraged. Division Heads, Center Directors, or non-DOM Department Chairs should be actively involved in the preparation of these proposals.
5. When possible, recruits could also fulfill the needs of a campus research center, another Department, an existing Dean's Transformational Research Program, or an affiliate institute. Leveraging recruitment funds from other sources is encouraged.
6. Recruitments may be done by targeting specific candidates and/or advertising more widely. Because these potential recruitments may be high visibility and will fulfill fairly unique niches across divisions, identification of specific individuals may be the best strategy. The DOM will advertise broadly for candidates that represent truly outstanding candidates for this unique opportunity.
7. The recruit would need to have their primary appointment in one of the DOM divisions, be primarily employed by the University of Colorado School of Medicine, and have their primary office/lab located on the Anschutz Medical Campus.

#### **Role of the Interdisciplinary Recruitment Oversight Committee (IROC)**

1. Members of this committee will be the Vice Chairs of the Department of Medicine. All IROC members will focus on improving the overall DOM research mission. Members of the committee will represent the DOM as a whole and not their specific divisions or research interests.
2. This committee will initially review all submitted proposals, and determine the following:
  - Whether the named individual in the proposal should be invited for an initial visit.
  - The best invitation order for the recruitment from different proposals.
  - Whether the collective recruitments will enhance the diversity and gender distribution of the DOM.

- When necessary, the IROC will work the individuals who submitted to the proposal to identify other potential candidates.
- Assist with populating the members of the specific recruitment committee (if necessary). It is likely that IROC members would serve on specific recruitment committees in conjunction with other selected individuals.
- The committee will inform the division heads and faculty about specific needs or requirements for remaining recruitments. These requirements will be based on the qualifications of previous recruits.
- The IROC will solicit candidate nominees four times a year: January 1<sup>st</sup>, April 1<sup>st</sup>, July 1<sup>st</sup>, and October 1<sup>st</sup>. Rolling applications may also be accepted on an as needed and justified basis.

### **Application Process**

Proposals should be no more than 2 pages in length (arial 11), and include the sections outlined below. If specific individuals are identified for the position, please include their C.V or biosketch if possible.

- Why is this recruitment needed at the University of Colorado? This paragraph might include a needs assessment or description of the currently available resources in this area of research.
- How would this recruitment enhance the current research environment on the Anschutz campus through their own research and enhancing the interdisciplinary research of others?
- Potential individual(s) for the position, and a brief description of how this person would fill gaps or enhance the current research area of interest.
- The primary division organizing the recruitment.
- List of the additional divisional and/or departmental and/or affiliate partners.
- Estimated amount of DOM funding that will be required for this recruitment.
- Description of other resources that might be leveraged for the recruitment.

Send proposals to Jennifer Kemp: [jennifer.t.kemp@ucdenver.edu](mailto:jennifer.t.kemp@ucdenver.edu).

### **Selection Criteria**

The IROC will use the following criteria to make the initial selection of candidates and order the timing of potential recruitments. These criteria are ranked in the specific order that will be used by the IROC. An additional goal of these recruitments will be to enhance the diversity of the research and research investigators in the DOM.

- The candidate fulfills the criteria outlined in this announcement.
- The quality of the candidate: based on their publications and prior/current funding.
- Programmatic potential of candidate and area of research.
- How well would the potential recruitment fulfill current/future research needs?
- Would the recruitment process be able to leverage funds from other sources?

### **Questions and Contacts**

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