

## **Hiring and Appointments**

The School of Public Policy (SPP) faculty structure is designed to build on the broad policy expertise across Cornell. Our committee's goal is to create a strong and robust SPP faculty, while also ensuring faculty with dual appointments engage productively with their disciplinary home departments. SPP faculty who hold appointments in both the SPP and their respective departments will participate fully in the intellectual life and faculty governance processes of both units. Our committee established detailed expectations and procedures for such joint appointments, as well as tenure guidelines for SPP-funded faculty lines. These procedures and expectations will also serve as the model for future SPP faculty appointments from disciplines other than economics, government, and sociology. The predominant joint appointment model allows for singular appointments in the SPP under appropriate circumstances.

In most cases, the SPP will hire jointly with other departments. The objective will be to attract faculty who are outstanding scholars in their disciplines and also have a record of excellence and substantial focus on policy issues. We also recognize, however, that there will be exceptions when the SPP wants to hire an outstanding faculty member who does not fit into existing departments. In these instances, the person will be hired solely into the SPP.