



# FACULTY FELLOWSHIPS GUIDELINES

Call for submission: November 2015

## The Azrieli Fellows Program

Promoting Academic Excellence and Leadership

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## Purpose

The Azrieli Foundation seeks to promote the development of research leadership in the State of Israel. To this end, the Azrieli Faculty Fellowships are offered to outstanding young scientists and scholars *in all academic fields of study*, who seek faculty positions at Israeli universities.

These fellowships will enable the best and brightest researchers to be accepted into the university system as faculty members during the upcoming academic year (2016 – 2017 תשע"ז), and will enable the universities to grant them their first full time academic appointments - as "Lecturers," "Senior Lecturers," "Associate Professors," or other equivalent ranks.

## Eligibility

1. Azrieli Faculty Fellows are selected by the Azrieli Foundation according to a highly competitive selection process focused on academic and research excellence without regard to any institutional affiliations.
2. The Fellowships are awarded on the basis of academic and research excellence, without regard to race, religion, gender, ethnicity or age. Candidates are assessed on their potential to make cutting-edge contributions to their respective fields. Aspects of personal merit and leadership abilities are also taken into consideration.
3. Candidates may be submitted for consideration no later than seven years after the completion of their Doctoral studies. For woman candidates who gave birth during this period, the period will be extended by 1.5 years for each birth.
4. Candidates who are to receive their first full-time faculty appointment at an Israeli university during the academic year 2016 – 17 (תשע"ז) may be submitted for consideration, if they have not yet held a tenure-track position (Lecturer, Senior Lecturer, Associate Professor or other equivalent rank) in a university in Israel.
5. Candidates who wish to be considered for the Fellowship must be nominated and applications must be submitted by one of the following academic institutions:
  - Technion-Israel Institute of Technology
  - Hebrew University of Jerusalem
  - Weizmann Institute of Science
  - Tel Aviv University
  - Bar-Ilan University
  - Ben-Gurion University
  - University of Haifa
6. Candidates who are not accepted to the Azrieli Faculty Fellows Program after applying once may be re-nominated and applications may be submitted one more time, in the year immediately following the initial application.

### Duration of the Fellowship

1. The Azrieli Faculty Fellowships are offered for three years. Successful applicants will become Azrieli Faculty Fellows and start work at the beginning of the academic year immediately following the decision by the Azrieli Foundation to grant the fellowship, or within the first semester thereof, and no later than the beginning of the second semester. Azrieli Faculty Fellows must work in a consecutive and continuous manner. If this condition cannot be met for some reason, the university must inform and consult with the Azrieli Foundation.
2. If the Fellow starts late, or is on an unpaid vacation period, or on sabbatical for a portion of the fellowship period, s/he will not be eligible for the fellowship during this period.

### Number of Fellowships

Beginning in 2016, the Azrieli Foundation will grant up to **eight** Faculty Fellowships annually. Within three years, the Azrieli Foundation intends to provide funding for a steady-state of up to **twenty-four** Azrieli Faculty Fellows every year.

**Value of the Fellowship:****1. Salary:**

The Azrieli Faculty Fellow will receive a salary (including benefits) consistent with the remuneration and benefits of faculty of the rank of “Lecturer” or “Senior Lecturer”, “Associate Professor,” or other equivalent rank, as per the position the Fellow has been offered by the university. The university and the Azrieli Foundation will each fund 50% of the University’s entire cost associated with the Fellows’ remuneration and benefits (as outlined in separate agreements signed by the Azrieli Foundation and each of the eligible participating academic institutions).

**2. Research Grant:**

In addition to salary, the Azrieli Faculty Fellow will receive a research grant of up to US\$210,000, as justified by the submitted research plan and budget, to be paid over the course of the fellowship at the discretion of the Azrieli Foundation. This research grant will be funded in full (100%) by the Azrieli Foundation.

The research grant may be used for equipment, infrastructure, and general research needs. The research grant will be awarded following a competitive selection process that will assess detailed proposals to be submitted by the applicants for the Fellowship to the Azrieli Foundation. These proposals will outline a budget, and include a breakdown of expenses, showing the costs the applicant expects to be covered by startup funds provided by the university and the costs the applicant expects to be covered by the Azrieli research grant. The Azrieli research grant is not meant to replace start-up funds which are provided by the university for newly-appointed faculty positions. The university is expected to provide all the necessary conditions for carrying out research.

**Value of the Fellowship (continued):**3. Overhead:

No overhead or other fees will be paid to the university. The university will not deduct any amount from the Fellowship payments (salary or research grant) without the agreement of the Azrieli Foundation.

4. Additional external funding:

Azrieli Faculty Fellows may apply for and accept additional research grants, however the research project may not be identical to that approved by the Azrieli Foundation. The percentage of time dedicated to the Azrieli funded grant must be at least 30%.

**Obligations of the Academic Institution:**

The academic institution undertakes to:

1. Submit no more than the number of nominees requested by the Azrieli Foundation in a given year. In the current "Call for Applications," each eligible academic institution may submit:
  - **up to four** candidates in the fields of Sciences and Technology (S.T.)
  - **up to two** candidates in the fields of Humanities, Education, Social Sciences (H.E.S.S.)
2. Provide the Azrieli Foundation with copies of the official appointments of the candidates and the date they start their position.
3. Pay the Azrieli Faculty Fellow's salary on a regular basis as per the accepted practices of the university regarding salaries for faculty of the rank of "Lecturer," "Senior Lecturer," "Associate Professor" or other equivalent rank.
4. Transfer the funds received from the Azrieli Foundation for the research grant to the Azrieli Faculty Fellows without deduction of overhead or other fees of any kind.
5. Refrain from deducting any amount from the Fellowship payments (salary or research grant) without the agreement of the Azrieli Foundation.
6. If an Azrieli Faculty Fellow obtains an additional, external research grant which makes the Fellow eligible for a salary increase according to university by-laws or practices, the university will fund the related salary increase.
7. Accept the Fellow into a tenure-track position at the university at the end of the fellowship period, subject to the Fellow meeting the university's requirements and criteria.
8. Report to the Azrieli Foundation on the granting of tenure (or a reasoned decision to withhold tenure) when a decision regarding tenure is made.
9. Include the Fellow's salary, at the end of the fellowship period, in the regular budget of the university.
10. Inform the Azrieli Foundation of any change in the Fellow's status during the period of the fellowship, including: sabbatical, unpaid vacation, rise in academic rank.



**Obligations of the Academic Institution (continued):**

11. Report to the Azrieli Foundation, on the Report Forms provided by the Foundation, at the end of the first and second years of the fellowship, assessing the achievements of the Faculty Fellow in teaching and research, and making recommendations about the continuation of the fellowship for an additional year. The Foundation will rely on this recommendation as the basis for a decision regarding continuation of the Fellowship for an additional year.
12. Provide a Summary Report to Azrieli Foundation, on the Report forms provided by the Foundation, about each Faculty Fellow at the end of the third year, along with notice regarding the Fellow's acceptance into a tenured position or a tenure-track. If the Fellow is not granted tenure, or is not placed on a tenure-track, then a detailed and reasoned report must be provided by the university to the Azrieli Foundation.
13. Provide the Azrieli Foundation with a financial report at the end of each academic year, listing and detailing the payments made to the Faculty Fellow in the preceding year.
14. Abide by the terms of the separate agreement signed and entered into by the Azrieli Foundation and each of the eligible participating academic institutions.
15. Consider the submission of a candidate by the university for an Azrieli Faculty Fellowship as a commitment on the part of the university to implement and honour all the above obligations.

## **Obligations of the Faculty Fellow:**

Azrieli Faculty Fellows are expected to fulfill the following obligations:

1. Work consecutively and continuously throughout the Fellowship Period:

Azrieli Faculty Fellows must start their Fellowship at the beginning of the academic year immediately following their selection, or within the first semester thereof, and no later than the beginning of the second semester. They must work at the academic institution in a consecutive and continuous manner for three years, except for periods of sick leave, maternity leave and reserve duty, according to the law and the University's regulations. If this condition is not met, the fellowship will be cancelled.

If the Fellow starts late, or is on an unpaid vacation period, or on sabbatical for a portion of the fellowship period, s/he will not be eligible for the fellowship during this period.

2. Bring Academic Scholarship to the Community:

In keeping with the spirit of the Azrieli Fellows Program, Azrieli Faculty Fellows are expected to volunteer time and effort for the betterment of the surrounding community and Israeli society.

Azrieli Faculty Fellows will be asked to bring their academic scholarship to the community at large by delivering lectures on their fields of research and areas of expertise to the general public - at least one lecture per year. These lectures may be offered through various reputable frameworks, either internal or external to the university. The Azrieli Faculty Fellow will report to the Azrieli Foundation regarding his/her voluntary activity, at the end of each academic year.

3. Participate in Program-sponsored events:

In order to foster the exchange of ideas between Azrieli Fellows at all levels and types of research, and to maintain a sense of group identification, the Program sponsors several events during the academic year at which Fellows may socialize and share their research and academic activities. These events may include study days, symposia, lectures, mentorship opportunities and general gatherings.

**Obligations of the Faculty Fellow (continued):**4. Publications:

- a. Any written work (e.g.: articles published in journals, etc.) published by the Faculty Fellow while in the Program, or based on data obtained during the fellowship period, must recognize the support of the Azrieli Foundation in a written acknowledgement.
- b. Fellows will also be asked to submit an abstract of their published works to the Azrieli Fellows Program management for use in publicity material produced by the Program, or for presentation on the Foundation website, (subject to publishers' permission).
- c. The work produced by the Faculty Fellows will be eligible for publication in a printed or on-line journal (subject to publishers' permission) that the Foundation will establish and fund entitled "The Azrieli Review".

5. Alumni Activities:

Azrieli Faculty Fellows will be asked to act as ambassadors for the Azrieli Fellows Program – to talk about their experiences with others, to publicize the Fellowship to their colleagues and to potential candidates. Alumni will be invited to attend ongoing Program activities and events. In the future, the Azrieli Foundation hopes that former Azrieli Faculty Fellows will assist in the selection process for incoming Fellows.

### How to Apply:

1. The Application Form should be filled out in English and submitted in 5 hard copies and 1 PDF to the Azrieli Foundation.
2. The Application Form should be submitted by the Rector of the university, filled out by the Rector in the appropriate sections and signed by the Rector (Nominating Institution Statement Form) and the Candidate (Declaration of Applicant). If the Candidate is abroad and unable to sign, the Rector may sign in his or her place. A copy signed by the Candidate must be sent to the Azrieli Foundation no later than **January 15<sup>th</sup>, 2016.**
3. Each application should include an Impact Factor survey of the candidate's publications, provided by the Rector. In fields where the Impact Factor survey is less relevant, such as Humanities, a list of high quality academic publications in which the candidate has published articles, book chapters, etc., will also be accepted.
4. For applications in fields of Humanities, Education, Social Sciences (H.E.S.S.): A digital (PDF) copy of the candidate's PhD dissertation, including abstract, should be provided.
5. Each application should include **at least four recommendations** from referees in the candidate's field. These letters should include:
  - a. A recommendation from the candidate's PhD supervisor
  - b. A recommendation from the candidate's postdoctoral supervisor
  - c. A recommendation from abroad – a referee from outside of Israeli academia who can comment on the international stature of the research.
  - d. Other – recommendations from parties who can comment on the candidate's research, and who know the candidate well.
6. The approach to the referees will be made by the university (Rector or Dean of Faculty) and not by the candidate himself.
7. The references should be addressed to the Azrieli Foundation. General recommendations or letters addressed to other scholarship programs or for other purposes will not be accepted.

**Timetable :**

By November 15 <sup>th</sup> , 2015	Call for Applications materials to be sent by Azrieli Foundation to the university Rectors
<b>January 14<sup>th</sup> , 2016</b>	Deadline for Submission of Applications to the Azrieli Foundation
April - May 2016	Independent Fellowship Committee meets and recommends candidates for acceptance to the Faculty Fellows Program.
Early - Mid May 2016	Azrieli Foundation makes final decision regarding acceptance of candidates. Academic institutions are informed.