

Selection Criteria and Procedures for the Alvin V., Jr. and Nancy C. Baird Professorship

The funds for the Alvin V., Jr. and Nancy C. Baird Professorship were donated to the university to advance the work in the Alvin V. Baird Attention & Learning Disabilities Center. Mr. and Mrs. Baird hoped that the professorship would help attract and retain exceptional faculty in the center. The recipient of the professorship will:

- hold the rank of associate or full professor;
- hold a tenure-track faculty appointment at James Madison University in the department of psychology or graduate psychology or hold a similar position in another department at JMU and be eligible to establish an affiliation with one of the psychology departments;
- have achieved national eminence in an area of psychology due to engagement in programmatic scientific research that advances our understanding of how to help individuals with attention and learning disorders.;
- have demonstrated constructive and effective teaching and mentoring practices with graduate and/or undergraduate students in the classroom and the research lab; and
- embrace the mission of the center and commit to collaborative, empirical, and programmatic research.

Selection

The faculty member awarded the professorship will be selected by a committee consisting of the director of the Alvin V. Baird Attention & Learning Disabilities Center, the dean of the College of Integrated Sciences and Technology, the heads of the departments of psychology and graduate psychology, and an invited researcher from a department in CISAT other than the two psychology departments. The process will typically consist of interviews and review of a letter of application and cv and may include a review of recommendations from, or conversations with, scholars in the field who can address the value and importance of the candidate's work and potential as a colleague. Faculty will be selected based on meeting the criteria listed above, potential for collaboration with other faculty and staff in the center, and commitment to programmatic research and training.

Once selected the term of appointment will be five years followed by a review by the selection committee. Faculty may serve multiple terms. In addition, a member of the selection committee may request that the appointment be terminated prior to the end of the five year term. The committee will consider the request and make a determination. If the appointment is terminated, then the committee will consider new applicants for a five-year appointment.

Appointment

The faculty member appointed to this position will maintain an office in the Alvin V. Baird Attention and Learning Disabilities Center and will have a teaching load of no more than six hours per semester. The individual will participate in the center's steering committee and contribute to the leadership of the center while establishing/maintaining an active research program. The faculty member will be expected to individually and/or collaboratively pursue external funding in support of their scholarship and/or the work of

the center. The funds generated by the professorship gift will be available to the person in this position on an annual basis to use within the parameters outlined in the document establishing the professorship.

Possible text for job ads: Qualified candidates with relevant research interests may apply for the Alvin V. and Nancy C. Baird Professorship for Attention and Learning Disabilities, which provides a salary supplement and other benefits. *Link to full description here.* Please contact Dr. Steven Evans if you are interested in learning about the professorship opportunity (evanssw@jmu.edu).