



**DIRECTOR
INSTITUTE FOR SOCIAL RESEARCH
UNIVERSITY OF MICHIGAN
ANN ARBOR**

The University of Michigan invites nominations and applications for the position of Director of the Institute for Social Research (ISR). Founded in 1949, ISR is among the world's largest and oldest academic social science research organizations. It is a distinguished leader in social science research and primary data collection, curation, preservation, and dissemination, as well as education. With researchers from a broad range of academic disciplines, ISR serves as a national laboratory for the social sciences, advancing public understanding of human behavior through empirical research of extraordinary depth and breadth. ISR's programs are organized within and across five constituent units—Center for Political Studies, Inter-university Consortium for Political and Social Research, Population Studies Center, Research Center for Group Dynamics, and Survey Research Center—and engage with colleges and schools across the university.

This is an exceptional opportunity for an accomplished social scientist to join a team of renowned scholars in maintaining and enhancing ISR's long-standing role in the social sciences, and in catalyzing new models of how to conduct social science research. The ISR director works within a decentralized and participatory organizational structure that requires vision and diplomacy to lead diverse ISR stakeholders in the making of important decisions. ISR is a ground-up organization where projects are conceived and funding obtained by the initiative of the primary staff. The director closely collaborates with center directors and other ISR staff to administer ISR's human, financial, and physical resources, along with its development and communications functions. The ISR director reports to the provost and executive vice president for academic affairs of the University of Michigan.

The director serves as ISR's chief representative to the wider University of Michigan community and other national and international constituencies. As the leader of one of the nation's most accomplished social science research organizations, the director serves as a spokesperson and thought leader for the nation's overall scientific enterprise. The next director will help foster new frontiers in social science research, including new data resources and methods arising from the use of administrative and social media data. The director is expected to actively engage users of social research, important decision makers in the government and policy arena, funding agencies (public and private), national associations, and other peer research organizations to communicate ISR's important work.

INSTITUTE FOR SOCIAL RESEARCH

As the world's largest academic social science survey and research organization, the Institute for Social Research (ISR) is a leader in developing and applying new social science methods and is committed to educating the next generation of social scientists. ISR research brings the attitudes and behavior of people and organizations into clearer focus. The faculty and staff of ISR also develop and test survey methodologies; conduct experimental studies; maintain and distribute the world's largest archive of computerized social science data; innovate to provide methods and infrastructure for large scale multimodal data collection and analysis; and train and educate researchers and students from around the world in survey methodology and survey research.

ISR consists of five separate but interdependent research centers, each with a particular focus and capabilities. More than 300 research faculty are affiliated with one or more of the ISR research centers. They come from more than 20 academic disciplines, including psychology, sociology, economics, public health, political science, demography, statistics, communication, information and network sciences, medicine, and engineering. Their work provides the foundation for the institute's legacy of and ongoing contribution to social science in the public interest.

The centers include:

Center for Political Studies

[The Center for Political Studies \(CPS\)](#) is recognized around the world as a leader in the quantitative study of politics and an innovator in research methods and training. Its scholars investigate the interactions among public opinion, political action, political processes, elections, institutions, political parties, and individual behavior – themes united by a concern for democratic process. The center produces datasets used around the world, infrastructure for the social sciences, and offers training programs for students who go on to work in academia and throughout the private sector and government.

Inter-university Consortium for Political and Social Research

[The Inter-university Consortium for Political and Social Research \(ICPSR\)](#) maintains the world's largest archive of digital social science data. More than 11,000 data collections are part of the archive, with 500 new collections added every year. Founded in 1962, ICPSR provides leadership and training in data management across the research lifecycle, including access, curation, confidentiality protection, and methods of analysis that promote transparency and reproducibility. A well-trained staff provides user support to faculty, students, researchers, and policymakers using the extensive online data collection. ICPSR conducts research in the emerging field of data science and works to promote data sharing around the world. ICPSR hosts the world-renowned [Summer Program in Quantitative Methods of Social Science](#), offering training to a thousand diverse scholars every year.

Population Studies Center

Since 1961, the [Population Studies Center \(PSC\)](#) has served as an interdisciplinary community of scholars in population research and training. PSC affiliates pursue independent research in sociology, economics, public health, biostatistics, etc. with support from center staff and resources. PSC supports a substantial portfolio of domestic and international demographic research in family change; health and mortality trends; human capital, labor, and wealth; and population dynamics. In addition, the center runs a large training program for pre- and post-doctoral scholars interested in population studies and administers (along with SRC) the NIA-sponsored [Michigan Center on the Demography of Aging](#).

Research Center for Group Dynamics

[The Research Center for Group Dynamics \(RCGD\)](#) has advanced the understanding of human behavior in social contexts since 1948. RCGD conducts experimental studies in laboratories and in natural settings, including schools, businesses, and community groups. These studies shed light on issues related to social decision-making, prejudice, social relations, attitudes, and emotion. The findings have immediate practical applications to social concerns such as crime, delinquency, and racism. RCGD is home to the [Program for Research on Black Americans](#), a national leader in the creation and analysis of nationally representative studies on people of color.

Survey Research Center

[The Survey Research Center \(SRC\)](#) is an international leader in interdisciplinary social science research involving the collection and analysis of data, especially data from scientific sample surveys. SRC conducts some of the most widely cited and influential studies in the world. SRC also advances the scientific method of social research through teaching and training. The center's [Survey Research Operations](#) unit provides cutting-edge study design, data collection, and data processing services for national and international as well as small-scale, regional studies. Its [Program in Survey Methodology](#) trains the next generation of survey statisticians and methodologists.

ISR is closely linked with the University's highly-ranked social science departments and related professional schools, and has, synergistically with these other units, contributed to the university's pre-eminence in quantitative and empirical social science. ISR's centers often work closely with university academic units around faculty recruitment and retention, and many of ISR's research faculty hold joint appointments in instructional units.

ISR researchers have developed and continue to carry out multiple long-term research studies, including the American National Elections Studies, Panel Study of Income Dynamics, Monitoring the Future Project, Health and Retirement Study, and the University of Michigan Survey of Consumers, as well as innovative data infrastructures leveraging and linking administrative data such as the Institute for Research on Innovation and Science. ISR has also been the center of innovative research programs in areas such as social psychology, social organization, political behavior, population studies, social environment and health/aging, adolescent and early adult development, and quantitative/statistical methods in social science. ISR researchers have long collaborated with colleagues in other [countries](#), providing templates for and serving as a model laboratory worldwide for conducting large scale social science research. Other programs are currently being developed at the intersection of social science and neuroscience, genetics, and data, and computational science.

To accommodate these burgeoning research activities, ISR is home to state-of-the-art facilities required to conduct cross-cutting research, including secure storage facilities for biospecimens, secure data enclaves, and the HomeLab. These have allowed on-going ISR studies, including the Health and Retirement Study and the Panel Study of Income Dynamics, to store biometric and biological data such as blood draws and saliva samples, including genetic material, being collected in conjunction with responses to survey questionnaires. ISR's Biosocial Methods Collaborative provides access to equipment and software for a variety of [data collection modalities](#), including various sensors, monitoring devices, and wearable technology.

Resources

The Institute for Social Research is primarily supported by the direct and indirect costs from grants from external funding agencies. The largest sponsors consist of NIH, NSF, and multiple other government, foundation, and for-profit funders.

There are about 300 faculty at ISR; 70 are jointly appointed in a school or college and hold a research professor track appointment in ISR. Another 20 are appointed solely in ISR on the research track. There are also 30 scientists and investigators and 80 faculty in other titles (adjunct, librarian, archivist, emeritus) and over 110 faculty associates. Staff support consists of 515 regular staff including 18 post-doctoral fellows. There are also about 200 students working in ISR including 18 graduate student research assistants. ISR employs over 650 temporary staff, with 440 of those conducting off-site field interviews and 100 working in the on-site survey services lab.

The faculty-led research programs at ISR generate approximately \$110 million of sponsored funding, including \$27 million of indirect cost recovery. The Survey Research Center is responsible for about three-quarters of the activity in ISR. The institute is housed in two buildings with approximately 350,000 combined gross square feet, consisting of state-of-the-art communications facilities, and collaboration and meeting space. ISR has active and innovative offices for communications; development; and diversity, equity, and inclusion; as well as world-class research management support.

ISR has historically relied on funding from federal sources. Given the changing federal funding environment in recent years, ISR continues to strive to diversify its funding portfolio and associated risk. The institute generates about \$6 million from memberships and summer programs. Its endowment is approximately \$90 million.

THE UNIVERSITY OF MICHIGAN

The University of Michigan is one of the great public research universities in the world. Since the nineteenth century it has served as a national model of a complex, diverse, and comprehensive public institution of higher learning that supports excellence in research, provides outstanding undergraduate, graduate, and professional education, and demonstrates commitment to public service and engagement.

Dr. Mark S. Schlissel is the 14th president of the University of Michigan and the first physician-scientist to lead the institution. Since beginning as president in July 2014, he has launched initiatives including Academic Innovation; Biosciences; Diversity, Equity and Inclusion; Poverty Solutions; and Precision Health. As part of his commitment to college affordability, President Schlissel in June 2017 announced the Go Blue Guarantee, a new financial aid program that provides up to four years of free undergraduate tuition to in-state students from families in Michigan making \$65,000 or less. U-M is perennially the nation's top public university in research productivity and is consistently ranked as the No. 1 or among the top public universities in the nation.

Michigan's position of excellence in higher education rests on the outstanding scholarly and creative contributions of its faculty and on the intellectual quality, vitality, and passion of its students — undergraduate, graduate, and professional. Its nineteen schools and colleges, as well as its centers and institutes and its libraries are nationally and internationally recognized. The university sustains top programs in the arts and humanities, social sciences, natural sciences, and engineering, and in all of the major professional schools. It is the home of one of the largest academic medical centers in the world. The university is also recognized for its outstanding interdisciplinary institutes and centers, such as the Institute for Social Research, the Life Sciences Institute, and the Institute for Health Policy and Innovation.

Overall, there are approximately 3,193 tenured and tenure-track faculty on the Ann Arbor campus, and an additional 4,132 individuals in instructional and research faculty roles such as clinical instructional faculty, research faculty, lecturers and supplemental instructional staff. Each year the Ann Arbor campus enrolls approximately 31,000 undergraduates, 13,800 graduate students, and 2,900 professional students. The university's undergraduate students come from Michigan as well as from every state in the union and from more than a hundred countries. Today, UM has close to 600,000 living alumni around the globe. The campus covers about 3,200 acres in and near Ann Arbor. Other holdings include about 18,000 additional acres in regional campuses, field stations, and other properties for research and teaching. In addition to classrooms, laboratories, and specialized research facilities, the university community makes use of a vast array of resources, including libraries, concert halls, art museums and galleries, an arboretum, botanical gardens, and athletic and recreational facilities.

As a public university, Michigan is dedicated to service in the larger world. Faculty research addresses a large range of critical issues—health care, robotics, the environment, social interventions, education reform and improvement, poverty solutions, and many others. By extending fundamental understandings and advancing technological innovations, university scientists and engineers contribute to remarkable advances that are transforming life and contributing to building the economy of the state, region, and nation. University scholars in the humanities and the arts advance societal understanding around the most pressing and challenging problems facing the world today. Students take part in community-based service and learning projects. The university collaborates with other universities, colleges, and K-12 schools, as well as provides research and other services for a variety of state and private agencies.

THE POSITION

The director of ISR reports to the provost and executive vice president for academic affairs and is a member of the university's Academic Program Group, which includes the deans of all schools and colleges as well as the director of the Life Sciences Institute. The director advocates for and represents ISR to the broader university community and to critical external constituencies nationally and internationally.

Among key responsibilities, the next director will be expected to catalyze and foster scientific collaboration, innovation, and interdisciplinary research within and across ISR and each of its centers, and in conjunction with other scientists and organizational units across the University of Michigan. To help sustain ISR's standing as a leader in innovative social science research, the next director will work closely with center directors, ISR faculty and staff, and the larger university to address potential changes in federal funding, manage costs, and diversify ISR's funding base. Towards that end, the next director must maintain and leverage existing relationships with federal agencies, foundations, international institutions, private donors, and corporations while cultivating new relationships.

The next director must assist center directors and work with other university units in recruiting, developing, and retaining world-renowned social science researchers. The next director must be a leader who has manifested outstanding commitment and accomplishment in supporting diversity, equity, and inclusion, aligned with the values and goals identified in ISR's 5-year DEI plan.

Throughout its history, ISR's reputation as a leader in social science research has been based on the high quality and productivity of its entrepreneurial researchers. The next director must encourage and support this entrepreneurial environment by enhancing ISR's infrastructure, enlivening its intellectual environment, and encouraging collaborative endeavor.

The next director must be conversant in and think strategically about new trends and resources that are revolutionizing methods of data collection on which ISR has historically relied. The advent of big data, social media, privacy concerns, and new methods of communication constitute strategic risks as well as opportunities. To ensure that ISR remains relevant and a leader in the new era, the successful director will work closely with ISR researchers to chart the path forward.

The next director will play an important role in ISR's various educational missions. These include the Program in Survey Methodology and the Summer Institute in Survey Research Techniques housed in SRC and the Summer Program in Quantitative Methods of Social Research housed in ICPSR. The next director must also work closely with the university's schools and colleges to promote graduate and undergraduate education in quantitative and computational social science.

QUALIFICATIONS

The ISR director search advisory committee seeks individuals with demonstrated success in advocating for social science and a record of distinguished scholarship and externally funded research in large-scale, interdisciplinary, innovative social science appropriate for a tenured full professor at the University of Michigan. Candidates must have demonstrated exceptional ability to lead collaboratively and to support faculty and staff in their work with each other and with individuals and units in the university and beyond. Candidates must have the communication and interpersonal skills to be a leading ambassador and spokesperson for social science in the university, nation, and world, including helping to generate resources for social science research at ISR and beyond. The successful candidate must have manifested outstanding commitment and accomplishment in supporting diversity, equity, and inclusion.

Given the internal and external nature of the role, the ISR director must be:

- A nationally and internationally recognized scholar in the social sciences or allied fields.
- Experienced in generating and managing externally funded grants (or similar activities) for empirical, quantitative, or computational social science research.
- Experienced in the higher-level administration of academic departments, schools, colleges, or research institutes. This includes strong capacities for administering and leading in the areas of human resources, finance, physical resources, development and communications, and the inclusion of historically underrepresented groups at all levels.
- A persuasive communicator and deft collaborator (listening as well as speaking and writing) with ISR's internal and external constituencies. This includes taking a leadership role in the social sciences at the university, as well as nationally and internationally, in a time of both challenges and opportunities.
- An interdisciplinary thinker committed to harnessing and facilitating the potential of collaborative activities within and across centers, as well as within and across institutional and disciplinary boundaries.
- A consensus-builder with experience in leading from a core set of values and whose leadership will inspire and engage others to support a vision for the institute.
- Able to confidently articulate the value and importance of diversity, with a demonstrated record of effectively supporting diversity, equity, and inclusion.
- Deeply curious about and enthusiastic about the work of others, as evidenced by a commitment to recognizing the accomplishments of ISR scientists, and both advocating for and showing a genuine interest in innovative scholarly work and other scientific endeavors.

The Search

Acceptance and review of applications will continue until the position is filled. For fullest consideration, materials should be received by March 27, 2020. Applicants should provide a *curriculum vitae* and letter

of application. All inquiries, nominations, and applications for this position will be treated confidentially. These materials and other correspondence should be sent to the consultants for the search:

Jonathan Fortescue, Managing Partner or
Laurel Duggan, Principal

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EXECUTIVE SEARCH

The University of Michigan is an equal opportunity/affirmative action employer dedicated to the goal of building a culturally diverse and pluralistic university community committed to teaching and research in a multicultural environment. Potential applicants who share this goal are encouraged to apply.