



# **Azrieli**

## **Early Career**

## **Faculty Fellowships**

## **Guidelines**

**March 2023**

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## Mission

The Azrieli Fellows Program was established in 2007 to create a network of leading academics and professionals committed to raising Israel's profile while maintaining strong academic links between Israel and the rest of the world. The Program offers generous funding for the three critical stages of an academic career through its Graduate Studies Fellowships, International Postdoctoral Fellowships and Early Career Faculty Fellowships.

In keeping with its core values, the Program nurtures interdisciplinary and cross-cultural exchange, leadership training, community engagement, professional mentorship, and a growing alumni network. Azrieli Fellows are a community of outstanding scientists and scholars who have the unique potential to perform groundbreaking research, alongside an intellectual curiosity that transcends their field of study.

By enabling multidisciplinary research and the cross-pollination of ideas, the Azrieli Fellows Program breaks down silos, encourages creative thinking, and drives out-of-the-box solutions to some of the world's most pressing issues.

The following guidelines outline details of the **Azrieli Early Career Faculty Fellowship**.

## Goals

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*, entering faculty positions at Israeli universities.

These fellowships will enable the best and brightest researchers to be integrated into the university system as faculty members in their first full-time academic appointments, in any of the following academic ranks: "Lecturers," "Senior Lecturers," "Associate Professors."

## Eligibility

1. The Azrieli Foundation selects Azrieli Faculty Fellows according to a highly competitive selection process. The process is focused on academic and research excellence without regard to institutional affiliations, 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.
2. Candidates may be submitted for consideration ***no later than seven years after conferral (תואר) of their PhD***. Interruptions or leaves of absence during this period, such as parental leave, medical leave, or military service, will be considered. In the case of maternity leave, the period will be extended by 1.5 years for each birth.
3. Candidates who wish to be considered for the Fellowship must be nominated, and applications must be submitted by one of the following academic institutions:
  - Bar-Ilan University
  - Ben-Gurion University of the Negev
  - The Hebrew University of Jerusalem
  - Technion-Israel Institute of Technology
  - Tel Aviv University
  - University of Haifa
  - Weizmann Institute of Science
4. Candidates who will begin their first full-time faculty appointment at an Israeli university between June 2023 and March 2024 (תשפ"ד) may be submitted for consideration.
5. Candidates must hold an official appointment to a tenure-track position at the academic institution submitting them to the Azrieli Fellows Program. A formal letter of appointment must be included in the application.
6. Candidates who are not accepted to the Azrieli Faculty Fellows Program after applying once may be re-nominated in following years.

### Duration of the Fellowship

1. The Azrieli Faculty Fellowships are offered for three years.
2. Azrieli Faculty Fellows must work consecutively and continuously. If this condition cannot be met for some reason, the university must inform and consult with the Azrieli Foundation.
3. If the Fellow starts late or is on an unpaid vacation period or sabbatical for a portion of the fellowship period, s/he will not be eligible for the Fellowship during this period.

### Number of Fellowships

The Azrieli Foundation grants up to **eight Faculty Fellowships** annually, supporting a steady-state of up to twenty-four Azrieli Faculty Fellows every year.

In the current "Call for Applications" **each eligible academic institution may submit** for consideration:

- **up to two** candidates in the field of **Exact Sciences**.
- **up to two** candidates in the field of **Life Sciences**.
- **up to two** candidates in the field of **Humanities**.
- **up to two** candidates in the field of **Social Sciences**.

## 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 ranks, as per the position the University has offered the Fellow. The Azrieli Foundation will fund a portion of the University's annual cost associated with the Fellows' remuneration and benefits, in the amount of **ILS 220,000** (amounting to ILS 660,000 for 3 years).

### 2. Research Grant

In addition to salary, the Azrieli Faculty Fellow will receive a research grant of **up to ILS 735,000**, 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 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 startup funds provided by the university for newly-appointed faculty members. The university is expected to provide all the necessary conditions for carrying out research.

### 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 Azrieli Foundation's agreement.

### 4. Additional External Funding

Azrieli Faculty Fellows may apply for and accept other research grants. However, these research projects may not be identical to that approved by the Azrieli Foundation.

Overall, Azrieli Fellows must dedicate at least 30% of their time to the Azrieli-funded project.

## **Obligations of the Academic Institution**

The academic institution undertakes to:

1. Pay the Azrieli Faculty Fellow's salary regularly as per the accepted practices of the university regarding salaries for faculty of the rank of "Lecturer," "Senior Lecturer," "Associate Professor" or other equivalent ranks.
2. Transfer the funds received from the Azrieli Foundation for the research grant to the Azrieli Faculty Fellows without deduction of overhead or additional fees of any kind.
3. Refrain from deducting any amount from the Fellowship payments (salary or research grant) without the Azrieli Foundation's agreement.
4. 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.
5. Report to the Azrieli Foundation on the granting of tenure (or a reasoned decision to withhold tenure) when a tenure decision is made.
6. Include the Fellow's salary, at the end of the fellowship period, in the university's regular budget.
7. Inform the Azrieli Foundation of any change in the Fellow's status during the Fellowship period, including sabbatical, unpaid vacation, rise in academic rank.
8. Provide a Summary Report to Azrieli 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.
9. Provide the Azrieli Foundation with a financial report at the end of each academic year, listing and detailing the Faculty Fellow's payments in the preceding year.



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

10. Abide by the terms of the separate agreement signed and entered into by the Azrieli Foundation and each of the eligible participating academic institutions.
11. Consider submitting a university candidate for an Azrieli Faculty Fellowship as a commitment to the university's part 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 chosen in the current selection process will start their Fellowship during the period between June 2023 and the beginning of the second semester of the academic year 2023–2024 תשפ"ד. According to the law and the university's regulations, they must work at the academic institution consecutively and continuously for three years, except for periods of sick leave, maternity/paternity leave and reserve duty. If this condition is not met, the Fellowship will be cancelled. If the Fellow starts late or is on an unpaid vacation period or sabbatical for a portion of the fellowship period, s/he will not be eligible for the Fellowship during this period.

2. Reports

Report to the Azrieli Foundation at the end year of the Fellowship summarizing teaching and research activity.

3. Bring Academic Scholarship to the Community

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

For example, Azrieli Faculty Fellows will be asked to bring their academic scholarship to the community by delivering lectures on their fields of research and areas of expertise to the general public. The Azrieli Faculty Fellow will report to the Azrieli Foundation regarding his/her voluntary activity.

4. 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)

### 5. Acknowledgement of the Azrieli Foundation

#### i. 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 Azrieli Foundation's support in a written acknowledgement.
- b. Fellows will also be asked to report on 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.

#### ii. Conferences

Fellows in the Program who organize a conference or other public event using the Azrieli Faculty Fellowship funding are required to acknowledge the Azrieli Foundation's support prominently at the conference.

### 6. Alumni Activities

Azrieli Faculty Fellows will be asked to act as ambassadors for the Azrieli Fellows Program – to talk about their experiences with others, and publicize the Fellowship to their colleagues and 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 is online and may be accessed at <https://azrieli.smapply.io/>.
2. Applicants will be asked to provide the following:
  - a. Personal Information
  - b. Academic Credentials
  - c. List of Publications, including Impact Factor or Ranking Quartile information
  - d. Conferences
  - e. Personal Essay (750 words)
  - f. Research Grant Proposal (10 pages) – instructions are provided on the online form.
  - g. Research Grant Budget Proposal – A template is provided for downloading from the system. It is advisable to consult with the Research Authority of your university when preparing this budget.
  - h. For applications in fields of Humanities and Social Sciences: A digital (PDF) copy of the candidate's PhD dissertation, including abstract, should be provided.
3. The online application process can be completed in stages; a draft of the form will be saved automatically.
4. Once the applicant submits the form, it is automatically sent to **the Rector's office**. The Rector's office will be asked to (1) review and authorize the application; (2) fill in several administrative details; (3) upload four reference letters addressed to the Azrieli Foundation (including a letter from the PhD supervisor, the Postdoc supervisor, and a referee outside of Israeli academia); (4) upload the applicant's formal Letter of Appointment (כתב מינוי) for a tenure-track position; (5) confirm the university's final approval of the application. The application will then be sent to the Azrieli Foundation.

## Timetable

March 15, 2023	Call for Applications
May 15, 2023	Deadline for submitting applications to the Azrieli Foundation
May – June 2023	Independent Fellowship Committees meet and recommend candidates for acceptance to the Faculty Fellows Program
July 2023	Azrieli Foundation makes final decisions regarding the acceptance of candidates and informs the academic institutions