

**POSTDOCTORAL RESEARCH ASSOCIATE****MATERIALS SCIENCE  
& ENGINEERING**  
TEXAS A&M UNIVERSITY

Full-time Position I NOV #11430

**POSITION SUMMARY** Contribute to research activities with several experimental and computational groups at Texas A&M University to develop computer-aided materials discovery framework through materials informatics.

Develop materials knowledge integration systems, including sub-systems for the capture, curation, management and exploitation of materials data.

**NECESSARY QUALIFICATIONS**

**Education:** PhD degree in Computational Materials Science, Information Sciences, or related field

**Experience:** Strong background in programming and demonstrated experience in software development, data-driven discovery, with experience in materials informatics preferred. Proficient knowledge of scripting languages (such as Python), Relational Databases (SQL), and non-relational databases(NoSQL).

**APPLICATIONS** Apply at Texas A&M Engineering Jobs website at [www.tamuengineeringjobs.com](http://www.tamuengineeringjobs.com)

*Texas A&M University System is an Affirmative Action/Equal Opportunity Employer Committed to Diversity*

**FACULTY POSITIONS**Center for Condensed Matter Sciences  
National Taiwan University

The Center for Condensed Matter Sciences, as a premiere research center at the National Taiwan University, has immediate openings for tenure-track faculty positions. Rank of faculty positions will match the candidates' qualifications. Applicants with excellent credentials in cutting edge condensed matter research fields, such as emerging materials or advanced spectroscopic and microscopic techniques, in both fundamental and applied aspects, will be considered.

Applicants should send resume, publication list, research plans, and three letters of recommendation to:

Director, Prof. Li-Chyong Chen  
Center for Condensed Matter Sciences  
National Taiwan University  
Taipei 106, Taiwan  
Center Assistant: Wei-Lin Chou  
Email: [cwli1828@ntu.edu.tw](mailto:cwli1828@ntu.edu.tw)  
Phone: (02) 3366-5201  
Fax: (02) 2365-5404

Closing date for applications is **December 10, 2015**.

**FACULTY POSITION**  
Nanoscience Technology Center

The Materials Science and Engineering Department (MSE) at the University of Central Florida (UCF) invites applications for a tenure-track junior level faculty position (Assistant/Associate Professor) in the areas including but not limited to: advanced functional and structural materials, recovery/recycling of materials, and material processing innovation. The minimum requirement for the position is a PhD degree from an accredited institution at the time of the appointment. This position is expected to start in August, 2016.

The MSE Department has nine tenured/tenure-track faculty members (two NSF CAREER, one ONR YIP), 25 affiliated faculty and over 60 graduate students and postdoctoral associates. Collaboration with researchers in academic departments, schools, and centers at UCF, including the Advanced Materials Processing and Analysis Center (AMPAC), the NanoScience Technology Center (NSTC), Center for Research and Education in Optics and Lasers (CREOL), Florida Solar Energy Center (FSEC), College of Medicine, and Burnett School of Biomedical Sciences is encouraged and supported. Numerous opportunities for collaboration are available with external organizations and research centers located within a few miles of the UCF campus, including Siemens Energy, Lockheed Martin, and several hospitals in Lake Nona Medical City including UCF's College of Medicine.

UCF has over 61,000 students and is a comprehensive research and education institute. Located in Orlando, UCF is at the center of the I-4 High Tech Corridor. The corridor has an excellent industrial base that includes software, defense, space, simulation and training, and a world-renowned entertainment and hospitality industry.

Review of applications will begin on **November 15, 2015** and continue until the position is filled. The online application can be found at <https://www.jobswithucf.com/postings/42999>. In addition to the application, interested candidates must also submit a signed cover letter, a CV, a 2-3-page statement of research plans, a one-page statement of teaching philosophy, and list of three (3) professional references with addresses, phone numbers, and email addresses. Only online applications will be considered. For questions please contact [mseinquiry@ucf.edu](mailto:mseinquiry@ucf.edu).

*UCF is an equal opportunity/affirmative action employer. All qualified applicants are encouraged to apply, including minorities, women, veterans, and individuals with disabilities. As a Florida public university, UCF makes all application materials and selection procedures available to the public upon request.*



Department of Energy National Nuclear Security Administration



## Stewardship Science Graduate Fellowship

Providing outstanding benefits and opportunities to students pursuing a Ph.D. in areas of interest to stewardship science: **properties of materials under extreme conditions and hydrodynamics, nuclear science or high energy density physics.**

**APPLICATIONS DUE**  
1.13.2016

APPLY ONLINE: [www.krellinst.org/ssgf](http://www.krellinst.org/ssgf)

### BENEFITS +

- \$36,000 yearly stipend
- 12-week research practicum
- Yearly program review
- \$1,000 yearly academic allowance
- Renewable up to four years
- Payment of full tuition and required fees

The DOE NNSA SSGF program is open to senior undergraduates or students in their first or second year of graduate study.



This equal opportunity program is open to all qualified persons without regard to race, gender, religion, age, physical disability or national origin.



## NC STATE UNIVERSITY

### FACULTY, MATERIALS SCIENCE AND ENGINEERING

The Department of Materials Science and Engineering (MSE) at North Carolina State University seeks applications/nominations for new faculty at the rank of Assistant Professor, Associate Professor, or Full Professor (all tenure track). There are 27 tenure/tenure-track faculty in the Department of MSE with diverse strengths in electronic materials, structural materials, nanoscience/nanotechnology, optical materials, soft matter, structural characterization, biological materials, computational materials, and magnetic materials. Shared research facilities, including the Analytical Instrumentation and Nanofabrication Facilities, provide state-of-the-art infrastructure to propel materials research on campus.

Outstanding candidates with expertise in all areas of materials science and engineering will be considered, however, candidates with expertise in the following areas are of particular interest: 1) Photonic, plasmonic, and optoelectronic materials, 2) Surface science/spectroscopy, 3) Soft composites, 4) Solid state chemistry and ionics, 5) Thermal transport.

All nominations and applications should be submitted electronically via <https://jobs.ncsu.edu/postings/58016>. Specific information about the positions can be obtained via e-mail to [Justin\\_Schwartz@ncsu.edu](mailto:Justin_Schwartz@ncsu.edu).

AA/EOE. In addition, NC State welcomes all persons without regard to sexual orientation or genetic information. Persons with disabilities requiring accommodations in the application and interview process please call (919) 515-3148.



University at Buffalo  
The State University of New York

### Department of Materials Design and Innovation Faculty Positions

The newly formed Department of Materials Design and Innovation Department (MDI) at the University at Buffalo- State University of New York (UB) is seeking applications and nominations for multiple positions that include junior and senior tenure track faculty (Assistant, Associate or Full Professor positions). The new department will train future materials scientists and engineers, with an emphasis on the use of advanced computational tools for modeling, simulation, informatics and automation in conjunction with experimental driven science, with the aim to significantly accelerate the pace of materials discovery and engineering design. The MDI department is being structured from its inception as one that will also introduce transformative approaches to teaching and learning. It will educate highly adaptable individuals with expertise in materials science and engineering, strong skills in the field of data science coupled to training in the integration of experimental and computational methods in materials science. The portfolio of the MDI department will include fields such as biotechnology and medicine, advanced manufacturing, nanotechnology, energy and environmental sciences. Plans call for establishing a master's and PhD degree program initially, with an undergraduate program to be added later.

We seek highly qualified applicants from all fields of science and engineering who can develop and participate in highly interdisciplinary and innovative research and teaching programs which incorporate a data-intensive perspective of materials science. These include but are not limited to the study of synthesis, processing, characterization, manufacturing design and materials theory computational and simulation techniques. We are particularly looking for candidates who can operate effectively in a diverse community of students and faculty, and share the vision of helping all constituents reach their full potential. The selected candidate(s) will be expected to teach courses at the graduate and undergraduate level, mentor graduate students and/or junior faculty, advise students at all levels and maintain an active research program. Candidates must have a Ph.D. in engineering or science prior to appointment. He/she should have demonstrated expertise in an area of material science and/or engineering.

For more information about the positions, please contact **Krishna Rajan, the inaugural Erich Bloch Chair of MDI** at [krajan3@buffalo.edu](mailto:krajan3@buffalo.edu).

Nominations and applications will be considered until the position is filled. Screening of applicants will begin October 15, 2015.

To apply, please submit a cover letter, curriculum vita, statement of teaching philosophy, statement of research goals and contact information for references via the UB Jobs posting at:

[www.ubjobs.buffalo.edu/applicants/Central?quickFind=58382](http://www.ubjobs.buffalo.edu/applicants/Central?quickFind=58382).

*The University at Buffalo is an Equal Opportunity/Affirmative Action Employer/Recruiter.*



## FACULTY POSITIONS

Materials Science and Engineering  
University of Pennsylvania

The School of Engineering and Applied Science at the University of Pennsylvania is growing its faculty by 33% over the next five years. As part of this initiative, the Department of Materials Science and Engineering is engaged in an aggressive, multi-year hiring effort for multiple tenure-track positions at the assistant professor level. Exceptional applicants for tenured associate and full professor positions may also be considered.

Applicants from all materials-related research areas are invited to apply, especially those with expertise in mechanics of materials, materials for energy applications, quantum materials, and/or *in situ* microscopies and scattering methods.

Successful candidates will conduct leading edge research programs benefiting from Penn's strong interdisciplinary tradition, cross-school research centers such as the NSF-funded Materials Research Science and Engineering Center (<http://www.lrsm.upenn.edu>), and multi-user facilities in the new Singh Center for Nanotechnology (<http://www.nano.upenn.edu>). We are especially interested in candidates whose interests are aligned with the school's new strategic plan ([www.seas.upenn.edu/PennEngineering2020](http://www.seas.upenn.edu/PennEngineering2020)). If the site is not active, please check back shortly.

Applicants must apply online at <http://facultysearches.provost.upenn.edu/postings/685> and submit a cover letter, a complete curriculum vitae, a short (5-page limit) research statement, a teaching statement, and the names of three references (with contact information) who could provide letters of recommendation. Review of applications will begin immediately and continue until the positions are filled.



*The University of Pennsylvania is an EOE.  
Minorities/Women/Individuals with disabilities/  
Protected veterans are encouraged to apply.*

## FACULTY SEARCH

Materials Science and Engineering

The Department of Materials Science and Engineering (MSE) at Virginia Tech seeks applications to fill a **tenure-track faculty position** at the Assistant/Associate level in the general area of nuclear materials. Exceptional candidates will be considered at the level of Full Professor. A doctoral degree or equivalent in a relevant area of materials science and engineering is required. Candidates with backgrounds and accomplishments in nuclear materials such as radiation hardened devices/sensors, nuclear security, and/or nuclear medical applications are encouraged to apply.

Applicants should apply at [www.jobs.vt.edu](http://www.jobs.vt.edu) to **posting number TR0150133**. Initial review of applications will begin on **December 15, 2015**, and will continue until the position is filled. The anticipated start date for this position is August 2016.

*Virginia Tech is an Equal Opportunity/Affirmative Action Employer*



## FACULTY POSITIONS | Materials Science and Engineering



The Department of Materials Science and Engineering (MSE), College of Engineering, University of Michigan, invites outstanding applicants for tenure-track faculty positions at the assistant or associate professor levels (full professor candidates may be considered if the application is exceptional) in the following areas:

- **Metals Processing**—innovative approaches applicable to light-weight, structural metals/alloys.
- **Materials Characterization**—cutting-edge method development for high temporal and/or high spatial resolution.

### QUALIFICATIONS

We seek individuals who have demonstrated strong interest and capability in both science and engineering and who are capable of contributing to and leading multi-disciplinary teams. The applicant must hold a PhD degree in MSE or a related field and should be qualified and passionate about teaching undergraduate and graduate courses within the field. We seek candidates who will provide inspiration and leadership in research, and contribute to the academic mission of the institution.

### APPLYING

Candidates should provide (i) a current CV, (ii) a list of references, and (iii) summary statements describing: career teaching plans, research plans, and course (teaching) evaluations for candidates with prior teaching experience.

Submit application at <http://www.engin.umich.edu/msefacultysearch>. Review of applications will begin **December 1, 2015**. Applications received after that date will be considered until the position is filled.

### CONTACT INFORMATION

E-mail: [mse-search@umich.edu](mailto:mse-search@umich.edu)

Subject: Materials Science and Engineering (MSE) Faculty Search Chair  
Department of Materials Science and Engineering

The University of Michigan  
2300 Hayward Street  
Ann Arbor, MI 48109-2136

*The University of Michigan is an equal opportunity/affirmative action employer with an active dual-career assistance program. We are especially interested in candidates who can contribute, through research, teaching, and/or service, to the diversity and excellence of the academic community.*





## TENURED OR TENURE-TRACK FACULTY POSITION

Chemical Engineering and Materials Science  
University of Minnesota



The Department of Chemical Engineering and Materials Science at the University of Minnesota ([www.cems.umn.edu](http://www.cems.umn.edu)) seeks to fill a faculty position at the Assistant (tenure-track), Associate (tenured), or Full Professor (tenured) level, commensurate with experience. Outstanding candidates with a PhD degree in any area related to materials science or chemical engineering will be considered. Candidates should have a distinguished academic and research record and a commitment to teaching in a highly interdisciplinary department.

Applications, consisting of a CV (including a list of publications), a research statement, a teaching statement, and a list of three references with contact information (including email addresses), should be submitted on-line at <https://www1.umn.edu/ohr/employment>. Click on "External Applicants" and search for job posting **303757**. Additionally, the posting can be accessed through the Department website at [www.cems.umn.edu](http://www.cems.umn.edu) and clicking on the blue "Faculty Search" button. Review of the applications will begin immediately and continue until the position is filled. The successful candidate will be in place as early as Fall 2016.

*The University of Minnesota is an equal opportunity educator and employer.*

## Tenure-Track Professor - Polymer Science and Engineering

The Department of Materials Science and Engineering (MatSE) at The Pennsylvania State University invites applications for a tenure-track faculty position to begin as early as July 1, 2016. The level of the position (Assistant, Associate, or full) will be determined on the qualifications and experience of the successful candidate. While the Department is actively seeking individuals at the Assistant or Associate level, we invite all levels of applications. The broad area of interest for this hire is polymer science and engineering, and outstanding candidates specializing in polymer chemistry, self-assembly, polymer membranes, energy materials and electronics are especially encouraged to apply.

Penn State is one of the largest materials research institutions in the United States, and MatSE is an international leader in materials education and research. The MatSE Department consists of 28 faculty members, 160 graduate students, and 280 undergraduate students. Research programs span the many sub-disciplines of materials science and engineering and generate more than \$10 million in project funding each year. Steidle Building, which houses the Materials Science and Engineering Department, is undergoing a complete \$52M renovation to provide new laboratory space, new educational labs, new office and meeting space, and state-of-the-art facilities. Move-in is anticipated for Summer 2016. In addition, the Materials Research Institute supports state-of-the-art facilities for characterization, synthesis, nanofabrication, and computation. These facilities are co-located in the new Millennium Science Complex.

The search committee will evaluate applications as received and will continue to do so until the position is filled. Applicants should submit 1) a curriculum vitae, 2) a research statement of up to three pages describing research interests and plans, 3) a one-page teaching statement, and 4) a list of at least three references with contact information. Questions about the position can be directed to [search@matse.psu.edu](mailto:search@matse.psu.edu). Successful candidates for Associate Professor will have established internationally-recognized independent research programs that have robust continued support. Successful candidate for the full Professor should demonstrate an exceptional record of scholarship and be qualified for appointment with tenure at the rank of Professor.

Apply to job 59609 at <http://apptrkr.com/668083>

CAMPUS SECURITY CRIME STATISTICS: For more about safety at Penn State, and to review the Annual Security Report which contains information about crime statistics and other safety and security matters, please go to <http://www.police.psu.edu/clery/>, which will also provide you with detail on how to request a hard copy of the Annual Security Report.

Penn State is an equal opportunity, affirmative action employer, and is committed to providing employment opportunities to all qualified applicants without regard to race, color, religion, age, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.

## IOWA STATE UNIVERSITY

### Assistant Professor Materials Science and Engineering

The Department of Materials Science and Engineering ([www.mse.iastate.edu](http://www.mse.iastate.edu)) at Iowa State University (ISU) invites applications for a tenure-track Assistant Professor position in technical areas contributory to education and research efforts in polymers, polymer-matrix composites, polymeric biomaterials and/or polymeric bioinspired materials.

The successful candidate will be expected to develop a vibrant research program, teach undergraduate and graduate courses on polymeric materials, and engage in professional and institutional service and leadership. In addition, the Assistant Professor will have opportunities to engage in significant interdisciplinary collaborations on the Iowa State University campus, including those offered by the Ames Laboratory ([www.ameslab.gov](http://www.ameslab.gov)), a USDOE National Laboratory; the National Science Foundation Engineering Research Center for Biorenewable Chemicals ([www.cbirc.iastate.edu](http://www.cbirc.iastate.edu)); the Bioeconomy Institute ([www.biorenew.iastate.edu](http://www.biorenew.iastate.edu)); the Center for Nondestructive Evaluation ([www.cnde.iastate.edu](http://www.cnde.iastate.edu)); the Center for Bioplastics and Biocomposites ([www.cb2.iastate.edu](http://www.cb2.iastate.edu)); and the Microelectronics Research Center ([www.mrc.iastate.edu](http://www.mrc.iastate.edu)).

#### Required Education and Experience

Ph.D. in materials science, polymers, or a related science or engineering field with research experience in polymeric materials and credentials commensurate with teaching graduate and undergraduate classes in polymers.

To view the complete position announcement, please visit: <http://www.iastatejobs.com:80/postings/14658>

Guaranteed consideration date is 11/15/2015.

*Iowa State University is an Equal Opportunity/Affirmative Action Employer.*



## CENTER MANAGER AND INSTRUMENT SCIENTIST

### Michigan Center for Materials Characterization

#### UNIVERSITY OF MICHIGAN

The Michigan Center for Materials Characterization, or (MC)2, is the new University of Michigan College of Engineering's (CoE's) shared microscopy and characterization facility housing state-of-the-art equipment (including SEM, FIB, EBSD, nanoindenter, TEM, EDS, EELS, XPS, APT, AFM,). (MC)2 supports a diverse multi-disciplinary user-base of more than 550 users from various colleges and departments across the UM campus, more than 100 internal research groups, and 20 non-academic companies. The mission of (MC)2 is to provide cost effective, efficient, safe, and socially responsible access to advanced characterization equipment and expertise thereby promoting, enabling, and encouraging cutting-edge education, research, and business development. The CoE is seeking two talented professionals with a high level of knowledge in microscopy techniques to complement the current staff, manage a facility with complex instrumentation running 24/7, train users, and grow the educational and scientific impact of the Center.

#### REQUIRED QUALIFICATIONS

**Center Manager**—The preferred candidate should have a MS or PhD degree in Physics, Materials Science & Engineering, or a related Physical Science or Engineering discipline or equivalent experience; have several years of hands-on experience in basic and state-of-the-art materials characterization; be well knowledgeable about all microscopy and spectroscopy and diffraction techniques including (but not limited to) sample preparation, light microscopy, SEM, TEM, XPS, EDS, and EBSD; have demonstrated the ability to train and interact with users, to create, support, and justify complex financial and disciplined budgetary models in support of a user facility depending on a recharge model.

**Instrument Scientist**—The preferred candidate will have obtained a PhD degree in Material Science, Physics, or related physical science/engineering field; have at least a three years of postdoctoral experience in FIB/SEM, EDS, and EBSD, with emphasis on 3D imaging at the nano and micron scales; have demonstrated the ability to train and guide the diverse user community, to work and communicate effectively with a diverse population, to collaborate, to perform independent research, strong analytical skills, and a record of publications commensurate to the years of experience.

#### APPLYING

A cover letter is required for consideration for this position and should be attached as the first page of your resume. The cover letter should address your specific interest in the position and outline skills and experience that directly relate to this position. Submit application at [http://umjobs.org/job\\_detail/115044/](http://umjobs.org/job_detail/115044/) and [http://umjobs.org/job\\_detail/115037/](http://umjobs.org/job_detail/115037/). Application deadline is **November 30, 2015**.

#### CONTACT INFORMATION

E-mail: [emarq@umich.edu](mailto:emarq@umich.edu)  
Subject: (MC)2 Manager Position Search

*The University of Michigan is an equal opportunity/affirmative action employer.*

## TENURE-TRACK POSITION

Department of Materials Science and Engineering



The Department of Materials Science and Engineering (MSE) of the University of Florida invites applications for a tenure/tenure-track position at the rank of Assistant, Associate, or Full Professor. Exceptional candidates with interests in research and teaching in all areas of materials science and engineering will be considered. Areas of particular interest include:

- Advanced Functional Materials
- Energy-Related Materials
- Materials under Extreme Environments
- Advanced Characterization
- Soft/Bio-Materials
- Computational Materials Science

A doctoral degree in materials science and engineering or a related field is required, and postdoctoral experience is preferred.

The Department of MSE in the College of Engineering at the University of Florida is a vibrant, multi disciplinary highly-collaborative environment, consistently ranked among the top departments for both graduate and undergraduate programs. It is among the largest MSE departments in the nation with 26 faculty members, ~220 graduate students, ~140

undergraduates and over \$9 million in annual research expenditures. Research is central to the success of the program; as such, new faculty are expected to initiate and sustain strong sponsored research and graduate training programs.

The department provides an integrated MSE education addressing biomaterials, ceramics, composites, electronic and optical materials, metals, and polymers. We anticipate that the successful applicant will continue the tradition of both developing and teaching courses at the undergraduate and graduate level.

The search committee will begin reviewing applications **November 1, 2015**, and will continue to receive applications until the position is filled. To receive full consideration applicants must apply via UF Jobs at <https://jobs.ufl.edu/>, reference position number **00007437**. You may email your electronic application package (PDF) that includes a cover letter with the rank being applied to, curriculum vitae, statement of research interests, statement of teaching interests and philosophy, and the contact information for three references to Ms. Venice Walker at [venice@mse.ufl.edu](mailto:venice@mse.ufl.edu); however, this is not considered as having officially applied for the position. Candidates must apply at <https://jobs.ufl.edu/>.

The University of Florida is an Affirmative Action, Equal Opportunity Employer and encourages applications from women and minority group members. According to Florida law, applications and meetings regarding applications are open to the public on request. We are dedicated to the goal of building a culturally diverse and pluralistic faculty committed to teaching and working in a multicultural environment; we strongly encourage applications from women, members of underrepresented groups, individuals with disabilities, and veterans.



## FACULTY POSITION Experimental Condensed Matter Physics

The Department of Physics at Auburn University is seeking a qualified individual for a tenure-track faculty Assistant or Associate Professor position in experimental condensed matter physics. Applicants must have a PhD or equivalent degree and postdoctoral experience is desired. The successful candidate will be expected to: (1) develop a research program with a focus on low-dimensional material systems; (2) interact with and contribute to the advancement of the condensed matter physics program at Auburn University; (3) advise and mentor undergraduate, graduate, and postdoctoral researchers; and (4) have a strong commitment to high quality teaching at both graduate and undergraduate levels. Examples of low-dimensional material systems of interest include, but are not restricted to, 2-D materials, thin films, superlattices, nanostructures, and materials-by-design. A strong background in materials synthesis and characterization with an emphasis on novel technological applications is highly desirable.

Interested candidates should submit a letter of interest, curriculum vitae with the names of at least three references, a research plan, and a teaching statement. Review of applications will begin **November 16, 2015** and will continue until the position is filled. The desired starting date is August 16, 2016. In order to apply for this position and view full details, please visit our online website at <https://aufacultypositions.peopleadmin.com/postings/1196>.

The candidate selected for this position must be able to meet eligibility requirements to work in the United States at the time the scheduled appointment begins and to continue working legally for the proposed term of employment. The candidate must possess excellent written and interpersonal communication skills.

*Auburn University is an EEO/Vet/Disability Employer.*



## FACULTY POSITIONS Open Rank

Materials Science and Engineering  
University of Illinois at Urbana–Champaign

The Department of Materials Science and Engineering at the University of Illinois at Urbana–Champaign is seeking exceptional candidates for faculty positions in the broad areas of materials science and engineering, materials chemistry, or materials physics. Applications for positions as tenure-track assistant professors, tenured associate professors, and tenured full professors are welcome. Faculty members in the Department teach undergraduate and graduate courses and are expected to initiate and sustain a vigorous research program.

Please visit the website at <http://matse.illinois.edu/openings.html> to view the complete position announcement and application instructions. Applications received prior to **November 20, 2015** will receive full consideration.

The University of Illinois conducts criminal background checks on all job candidates upon acceptance of a contingent offer.

Illinois is an EEO Employer/Vet/Disabled ([www.inclusiveillinois.illinois.edu](http://www.inclusiveillinois.illinois.edu)) and is committed to a family-friendly environment (<http://provost.illinois.edu/worklife/index.html>).



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