

Illinois State University Recruitment Assistance Program of Faculty From Traditionally Underrepresented Groups

Rationale and Procedures

Illinois State University remains unquestionably committed to offering academic programs that are enriched by the unique experiences, ideology, and pedagogy of faculty from traditionally underrepresented groups. To achieve the goal of increasing the number of faculty representing traditionally underrepresented groups, the Office of the Provost will provide supplemental funding to academic departments through the procedure detailed below. For the purposes of this program, a candidate for employment from a “traditionally underrepresented group” shall be defined as a qualified faculty applicant of African-American, Native American, Hispanic, or Asian race, ethnicity, or national-origin as identified as underutilized by the University’s annual Affirmative Action Plan or a qualified faculty applicant of a gender identified as underutilized by the University’s annual Affirmative Action Plan.

1. Searches

All search committees, department chairpersons/school directors, and Deans will make appropriate and aggressive efforts to attract the most qualified faculty and to recognize diversity as an achievable University Goal. Deans and department chairs/school directors are expected to work with search committees to ensure a diverse applicant pool and full consideration of all qualified candidates. Faculty positions which are approved by the Office of the Provost for searches are funded so that salary offers will be competitive. To attract some members of traditionally underrepresented groups, however, additional salary dollars may be necessary; the appropriate Dean should request these funds, as required, from the Office of the Provost.

2. Hiring

Before an offer of employment is made to a member of a traditionally underrepresented group, the chairperson/school director may request (through the Dean) that the following be provided by the Office of the Provost for each of the first three consecutive years of employment:

1. Up to \$8,000 per year in *direct support* of the professional development of the newly hired faculty member. Appropriate uses of these funds might include professional travel, summer support for teaching or research, equipment (requested by and used exclusively or primarily by the new faculty member), graduate assistance support, etc.
2. Up to \$2,000 per year for *departmental cost* associated with the professional development of the new faculty member.
3. Up to \$1,000 per year (as salary supplement for professional expenses such as travel or equipment) to a tenured faculty member who has volunteered and has been designated by the chairperson/director as a professional mentor for the new faculty member.

Department chairpersons/school directors may, in their pre-employment discussions with candidates from traditionally underrepresented groups, indicate that these resources are available, subject to funding by the legislature and approval by the Dean and Provost. Upon approval from the Office of the Provost acknowledgement of the funds should be included in the final offer letter.

3. Monitoring

Each year in May, the department chair/school director must report to the Dean how the funds were used and provide an assessment of the new faculty member’s progress. Upon a recommendation by the Dean, the Office of the Provost will release funds for the next fiscal year, if available.

4. Assessment

Each year, this program’s costs and effectiveness will be analyzed and information will be provided to the President. Recommendations on how the Program might be improved should be sent to the college deans who will aggregate recommendations for consideration by the Provost. *In most cases, funds will be provided only for those faculty who are United States Citizens. On a programmatic need basis, exceptions will be considered.