

Illinois State University

Educational Diversity Enhancement Program

Rationale and Procedures

Illinois State University is committed to offering high-quality academic programs. Research supports the idea that academic quality is enhanced by the inclusion of diverse experiences and perspectives in the learning environment. Faculty diversity in its many dimensions is a key component of this aspect of academic quality and supports the following goals of *Educating Illinois*:

1. Provide a supportive and student-centered educational experience for high-achieving, diverse, and motivated students that promotes their success.
2. Provide rigorous, innovative, and high-impact undergraduate and graduate programs that prepare students to excel in a globally competitive, culturally diverse, and changing environment.

As one means to enhance educational diversity, the Office of the Provost will provide supplemental matching funds for the recruitment and retention of outstanding new faculty through the procedure detailed below.

To attract some candidates with outstanding potential to contribute new ideas and perspectives to academic programs, and in light of the documented value of such educational diversity, the appropriate Dean may request these matching funds from the Associate Vice President for Academic Fiscal Management in the Office of the Provost. These requests should be made during the offer and negotiation process of the faculty search. Requests for Educational Diversity Enhancement Program funding will not be considered after the faculty search is completed. These matching funds are intended to supplement start-up funding and other support provided by the Department/School or College.

For the purposes of this program, "Enhancement of Educational Diversity" is defined as: *Hiring an individual who will contribute experience and perspective(s) that are currently lacking in the ranks of the tenured/tenure-track faculty of the Department/School, with a specific description of how the new faculty member's unique experience/perspective will enhance the educational experience of ISU students.*

1. Initiating a Request

To recruit and support the retention of a faculty candidate with outstanding potential to enhance educational diversity, the chairperson/school director may request (through the Dean) Educational Diversity Enhancement Program support from the Office of the Provost for each of the first three consecutive years of employment. This request should be made while the search is ongoing, typically during the offer and negotiation process.

Matching Funds. The Provost's Office will provide up to \$5,000 for each of three fiscal years in one-to-one matching funds provided by the Department/School or College to support the new faculty member. Renewal of Educational Diversity Enhancement Program funds in the second and third years of appointment is contingent on satisfactory performance and reappointment.

Funds may be used to support faculty members' professional development in the following ways: professional travel, summer salary for teaching or research, equipment and other start-up investments that will directly support the new faculty member's research or teaching, graduate assistant funding, research and teaching-related operating expenses, and operating expenses to support a tenured faculty member who

Illinois State University

Educational Diversity Enhancement Program

agrees to be a mentor for the new faculty member. Mentor support funds may not be used for salary supplements, summer salary, or other Additional Payment to the mentor.

To request Educational Diversity Enhancement Program support, the chair/director should submit a brief memo that describes how the candidate will enhance educational diversity as defined above in teaching, research, and/or service. This memo should be addressed to the Dean, who will review and forward with endorsement to the Provost. Specific documentation of relevant experiences and accomplishments should be provided where possible, and the candidate's vita should be attached. In the interest of expediting negotiations, initial requests may be made in oral discussions confirmed by an email between the chair/director, dean, and Provost (or designee). Final approval will come during review of the formal written letter of intent issued to the candidate (per ASPT Policies VI.I). This offer letter will provide the written documentation of the request, with the review process confirming the Dean's and Provost's support.

Upon approval from the Office of the Provost, acknowledgement of the funds may be included in subsequent e-mails and letters. Annual renewal of funding will be contingent on the faculty member's satisfactory performance and reappointment.

2. Monitoring

Each year by June 1, the department chair/school director must report to the College how the Educational Diversity Enhancement Program funds were used and provide an assessment of the new faculty member's progress. The appended form must be submitted to the College office verifying that the faculty member is making satisfactory progress towards promotion and tenure. The College will include these forms in a comprehensive report to the Office of the Provost of all faculty currently receiving Educational Diversity Enhancement Program funds.

3. Assessment

Each year, the Educational Diversity Enhancement Program's costs and effectiveness will be analyzed. The assessment of effectiveness will be provided by chairs/directors, who will report to the Dean and Provost faculty members' individual progress toward tenure and promotion, including their contributions to the academic experience for students and colleagues. Recommendations on how the Program might be improved will also be considered by the Provost.