

Faculty Recruitment Incentive Program (FRIP) Department Guidelines

DePaul University is committed to recruiting faculty who possess a broad range of abilities, life experiences, perspectives, and worldviews. This commitment enhances DePaul University's academic quality and mission and prepares students to live, work, and learn in a global society.

The FRIP award assists in recruiting tenure-track faculty by providing \$10,000 per year for three years to support the recipient's research and professional development. However, awards may not be used for the recipient's salary or compensation.

ELIGIBILITY REQUIREMENTS

Academic units that have been approved to search for a new tenure-track faculty member and have followed the faculty search procedures as outlined in DePaul's Faculty Search Guidelines may apply for a FRIP award if the following conditions apply:

1. The prospective faculty member has demonstrated experience working and teaching in diverse learning environments.
2. The prospective faculty member has a track record or commitment to curricular and pedagogical innovation that supports the retention of students from diverse backgrounds.
3. The prospective faculty member has demonstrated experience or a commitment to inclusive teaching that incorporates a wide range of perspectives, authors, and historical and cultural contexts into course material.
4. The prospective faculty member has demonstrated experience or a commitment to preparing students for a global workforce and society.

APPLICATION REQUIREMENTS

To apply for a FRIP award, department chairs, with dean's approval, must submit a letter of application and the prospective faculty's CV and letters of recommendation to Valerie C. Johnson, Associate Provost for Diversity, Equity, and Inclusion. The letter should explain how the prospective faculty member meets the eligibility requirements above and describe the candidate's expertise/competencies and how they fit into the department's programmatic plans and needs.

I. PROGRAM MANAGEMENT

The FRIP is supported by the Office of Academic Affairs and managed by the Associate Provost for Diversity, Equity, and Inclusion, Valerie C. Johnson. Academic deans are responsible for monitoring the progress of FRIP award recipients.

The Associate Provost for Diversity, Equity, and Inclusion will be responsible for submitting an annual report to the provost on the progress of each FRIP award recipient.