

# **Faculty Recruitment Incentive Program Department Application**

**Date:**

**Candidate:**

**College/School: Department:**

## **FUNDING AMOUNT:**

The FRIP award assists in the recruiting of a tenure-track faculty by providing \$10,000 per year for three years to selected tenure-track hires. Up to two awards will be given out annually. Funds can be used to support the selected faculty member's research and professional development. Funds cannot be used as part of the salary or compensation of the faculty.

## **ELIGIBILITY REQUIREMENTS**

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

1. There is a special unit need that should be addressed, including, but not limited to, a high concentration of diverse student majors or diverse student course participation in a department that does not reflect faculty diversity.<sup>1</sup>
2. The faculty member has demonstrated experience or commitment to curricular and pedagogical innovation (and/or expanding research opportunities) on issues related to college adjustment and retention of students from minority backgrounds
3. The faculty member has demonstrated experience or commitment with issues related to advancing the role of individuals from minority backgrounds in higher education
4. The faculty member has demonstrated experience or commitment to preparing students for a global workforce and/or global society

## **APPLICATION REQUIREMENTS**

**Please submit the following documents in the application process.**

1. A completed FRIP Application form to be filled out by the hiring agent (Dean or department chair) that includes the rationale for seeking the FRIP.
2. The hiring official should articulate its college/departments inclusion efforts and goals and explain how the FRIP award fits into its inclusion strategy.

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<sup>1</sup> As outlined in DePaul's affirmative action plan and in section II of this document.

3. Describe the candidate's area of expertise/competencies and how they fit into the department's programmatic plans and needs.
4. Describe how the candidate meets the eligibility criteria.
5. Submit supporting documents for each candidate, to include the Curriculum Vita, letters of reference, and transcripts.

## **I. PROGRAM MANAGEMENT**

The FRIP is supported by the Office of the President, and is managed by the Vice President of OIDE in partnership with the Office of the Provost. Academic deans in any college that receives a FRIP award are responsible for monitoring faculty progress as outlined in the faculty development plans.

The Vice President of OIDE will be responsible for submitting an annual report to the President on the progress of each FRIP award recipient.