

## **Faculty Recruitment Incentive Program Department Guidelines**

The FRIP award assists in recruiting tenure-track faculty by providing \$10,000 per year for three years to selected tenure-track hires. The funds can be used to support the recipient's research and professional development. They cannot 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 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>i</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 document 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/department's inclusion efforts and goals and explain how the FRIP award fits into its inclusion strategy.
3. Describe the candidate's 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, including the CV and letters of recommendation.

### **I. PROGRAM MANAGEMENT**

The FRIP is supported by the Office of Academic Affairs and managed by the Associate Provost for Diversity, Equity, and Inclusion. Academic deans in any college that receives a FRIP award are responsible for monitoring faculty progress.

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.

---

<sup>1</sup> As outlined in DePaul's affirmative action plan.