

Faculty Recruitment Incentive Program

I. INTRODUCTION

DePaul University is committed to excellence in teaching, learning and service. The mission and distinguishing characteristics of DePaul promote a values-based education. Among these values, diversity is a vital core component. Therefore, the university is committed to the recruitment of a cadre of diverse faculty from all backgrounds. DePaul's commitment to recruiting a diverse faculty who possess a diverse range of abilities, life experiences, perspectives, and world-views will enhance the academic quality and mission of DePaul University. It will also enable us to meet the needs of our diverse student population and to prepare all of our students to live, work, and learn in a global society.

Research shows that all students are better educated and better prepared for leadership, citizenship, and professional competitiveness in a diverse environment and when they are exposed to diverse perspectives in their classrooms. Studies also show that a diverse faculty bring curricular and pedagogical innovation and serve as role models in the retention of diverse students. Therefore, the university is committed to the recruitment of a cadre of diverse faculty. DePaul's commitment to recruiting a diverse faculty who possess a diverse range of abilities, life experiences, perspectives, and world-views will enhance the academic quality and mission of DePaul University. It will also enable us to meet the needs of our diverse student population and to prepare all of our students to live, work, and learn in a global society.

In addition, DePaul University is an Equal Opportunity / Affirmative Action employer and complies with federal, state, and local anti-discrimination laws and regulations. The Faculty Recruitment Incentive Program (FRIP) enhances the university's affirmative steps to provide equal opportunity in faculty hiring. This program supports a diverse faculty representative of the available labor pool and the diverse students that attend DePaul.

II. PURPOSE

The goal of the FRIP is to increase faculty diversity in terms of race, ethnicity, gender/gender identity, veterans, and disabled persons at DePaul University. The university has adopted faculty search guideline procedures to guide academic units efforts to recruit women and underrepresented groups. The FRIP program complements such existing efforts to diversify the professoriate at DePaul University.

III. AWARD

The award assists in the recruiting of diverse 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.¹
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

IV. APPLICATION PROCESS

The FRIP application process includes:

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.
3. The submission of supporting documents for each candidate, to include the Curriculum Vita, letters of reference, and transcripts.
4. Candidate compensation package.

V. 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.

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