

## Illinois State University

# Underrepresented Group Faculty Retention Assistance Program

### Rationale and Procedures

The University remains unquestionably committed to offering academic programs enriched and advanced by increasing the number of tenured faculty from Underrepresented Groups. To achieve institutional goals, "Underrepresented Group" means African-American, Native American, Hispanic, Pacific Islander and Asian American faculty in all academic departments. In those departments where females are underrepresented (as defined by the Office of Equal Opportunity and Affirmative Action; see most recent version of the *Illinois State University Affirmative Action Plan, 1995-98*), they, too, shall be considered members of an Underrepresented Group.\* Effective with hires made after August 15, 1996, until revised or revoked, the procedure shall be as follows:

### 1. Searches

It is anticipated that all search committees, Academic Department Chairpersons, and Deans will make appropriate and aggressive efforts to attract the most qualified faculty and to recognize diversity as an achievable University Goal. Deans and Academic Department Chairpersons are expected to work with search committees to ensure a diverse applicant pool and full consideration of all qualified candidates. Faculty positions which are approved by the Office of the Provost for searches are funded so that salary offers will be competitive. To attract some members of Underrepresented Groups, however, additional salary dollars may be necessary; the appropriate Dean should request these funds, as required, from the Office of the Provost.

### 2. Hiring

When an offer of employment is made to a member of an Underrepresented Group, the Department Chairperson may request (through the Dean) that the following be provided by the Office of the Provost for each of the first three consecutive years of employment:

1. Up to \$8,000 per year in *direct support* of the professional development of the newly hired faculty member. Appropriate uses of these funds might include professional travel, summer support for teaching or research, equipment (requested by and used exclusively or primarily by the new faculty member), graduate assistant support, etc.
2. Up to \$2,000 per year for *departmental cost* associated with the professional development of the new faculty member.
3. Up to \$1,000 per year (as salary supplement of for professional expenses such as travel or equipment) to a tenured faculty member who has volunteered and has been designated by the Chairperson as a professional mentor for the new faculty member.

Academic Department Chairpersons may, in their pre-employment discussions with candidates from Underrepresented Groups, indicate that these resources are available, subject to funding by the legislature and approval by the Dean and Provost. A copy of any written or electronic communication (regarding salary and support) with the new faculty member must be provided to both the Dean and the Provost.

### 3. Monitoring

Each year in May, the Academic Department Chairperson must report to the Dean how the funds were used and provide an assessment of the new faculty member's progress. Upon a recommendation by the Dean, the Office of the Provost will release funds for the next fiscal year, if available.

### 4. Assessment

Each year, this Program's costs and effectiveness will be analyzed and information will be provided to the President. Recommendations on how the Program might be improved should be sent to the college deans who will aggregate recommendations for consideration by the Provost. \*In most cases, funds will be provided only for those faculty who are United States Citizens. On a programmatic need basis, exceptions will be considered.