



Office of Faculty Diversity Initiatives

The Office of Faculty Diversity Initiatives was established in 2004 to provide assistance to Deans and Provosts in enhancing the diversity of our educational and scholarly activities.

The Office entertains requests from Deans and Provosts for financial assistance to enable them to make offers to a limited number of faculty candidates of high quality whose presence in their unit will either increase the diversity of our research and instructional offerings, or increase diversity among the faculty ranks at the department, decanal, or campus levels. In addition, assistance may be provided for recruitment, start-up costs, or research expenses. These hires may be at either the junior or senior levels; we are particularly interested in attracting senior scholars of excellence.

Proposals for cluster hires, particularly those that would involve more than one department or decanal unit, are also of special interest to us. In all cases, these must be very significant opportunities to which the unit would otherwise not be able to respond through its regular hiring plans. Deans and Provosts who believe they may have a candidate or candidates of interest under this initiative should contact Dr. Philip Furmanski, Executive Vice President for Academic Affairs, as early in the recruitment process as possible.

Diversity of all types within the academic community is achieved not only through the recruitment of tenured and tenure-track faculty, but also by identifying younger scholars who may have just completed their graduate degrees, or who indeed may still be in graduate school. There are available a limited number of Presidential Postdoctoral Fellowships for such scholars. These Fellows receive two-year appointments, and are selected for the extent to which they represent excellence in their scholarship and teaching and can contribute to gender, racial, ethnic, background, experiential, or curricular diversification of departments or programs where diversification is educationally indicated and would be of benefit to our students. Again, please contact Dr. Furmanski as soon as you believe you may have identified such a scholar.