



## OFFICE OF THE SENIOR VICE PRESIDENT AND PROVOST

**FAMILE:** FACULTY ADVANCEMENT AT MARYLAND FOR INCLUSIVE LEARNING AND EXCELLENCE

### Senior Targeted Hire Program

In accordance with our core values, mission and desire to create a more diverse, inclusive and equitable environment for all, we are announcing a new faculty initiative entitled **FAMILE-FACULTY ADVANCEMENT** at **MARYLAND** for **INCLUSIVE LEARNING AND EXCELLENCE**, a diversity initiative aimed at increasing the number of underrepresented tenured or tenure-track faculty at the university.

The Senior Targeted Hire Program is a fixed non-base funding salary support program that provides funding for a period of five years for tenured faculty (associate or full professor) diversity hires. The program provides up to 50% of the annual salary (academic year or 12-month) with a maximum of **\$90,000**/year for five years. Should the faculty member leave before the end of year in which salary support has been provided, the funds would revert back to the Provost. The units are responsible for benefits.

There are two windows for targeted/diversity hire proposals: October 15 or April 1. Units should submit proposals via the Office of Faculty Affairs (OFA) online submission [portal](#) by either application window for consideration. Senior Targeted Hire proposals must include:

- The candidate's CV;
- A letter of support from the unit head;
- A vote of the unit faculty indicating support for the hire;
- A letter of support from the Dean (for departmentalized colleges) including prioritization when applicable;
- A ranking of faculty if multiple simultaneous requests are being made; Data regarding demographics of tenure-track faculty in the unit, college, and field/discipline;
- Data regarding student enrollments and demographics;
- The impact of the scholarship of the candidate;
- A description of how the candidate would contribute to building an inclusive department, college, and university culture and environment, including description of past efforts at prior institutions; and,

- A retention plan for the hire(s) (see Appendix A).
- Note: Fund transfer to units to support senior hires are contingent upon a successful APT review process.
- Startup would continue to be negotiated through normal processes.

**There are two windows for targeted/diversity hire proposals: April 1 or October 15.**

Units should submit proposals via the Office of Faculty Affairs (OFA) online submission [portal](#) by April 1 for best consideration. Proposals will all be reviewed at the same time per proposal window by the Provost, Office of Faculty Affairs, Finance and Personnel. *Fall funding (October 15) is based on availability of funds after the Spring (April 1) review of funding commitments.*

**Preparing Units for Faculty Diversity and Inclusive Excellence**

To receive diversity/targeted hire funds, host departments would be required to:

1. **Engage in a “readiness” assessment.** Currently the NSF AGEP grant is developing a protocol to facilitate this form of assessment. The intent would be to partner with ADVANCE and ODI (and other campus units as appropriate) to prepare units for the successful onboarding of faculty from diverse backgrounds.
2. **Ensure that search committee members receive implicit bias training.** In addition, search committee members should receive training related to search strategies designed to recruit faculty from diverse backgrounds. Lessons learned from the ADVANCE Inclusive Hiring pilot will be incorporated into these trainings, as well as working with units to better understand the diversity of their fields, recruitment strategies, and data to inform search efforts. Discussions with ADVANCE and ODI are ongoing to develop/scale up these efforts.
3. **Develop and submit a retention plan for recruited faculty** (see Appendix A). Units seeking diversity hire funds must submit a plan that describes how they intend to create a welcoming and embracing climate that ensures that each successful recruit will be incorporated into a collegial academic environment that will enable the individual to advance in their career aspirations.

## **Appendix A. Faculty Retention Plan**

Each unit/college that seeks to participate in any of the three faculty diversity programs (President's Postdoctoral Fellowship Program; Assistant Professor Targeted Hire Program; Senior Targeted Hire Program) of the FAMILIE Initiative must describe how they intend to create a welcoming and embracing climate that ensures that each successful recruit will be incorporated into a collegial academic environment that will enable the individual to advance in their career aspirations and achieve a sense of agency in the unit, college and University.

Elements of a Faculty Retention Plan might include, but not be limited to:

1. Steps that the unit/college will take to enhance the diversity and inclusion climate in the unit.
2. A Faculty Mentoring Plan that focuses on aspects essential for faculty success, such as: plans to provide mentors; lab space and equipment; workload; support for teaching; professional development; and connection to peers and opportunities to connect with colleagues across the University and within the unit.
3. Opportunities for the new faculty member to achieve success in tenure and promotion, and enhanced stature in their field(s). Examples may include invitations to research groups and other subgroups, collaborative grant or scholarship opportunities, and arranging internal and external research presentations.
4. A broad faculty commitment to engage with the faculty member, build relationships, seek to understand their research, and in general foster a collegial and welcoming work environment.
5. Exposure to leadership opportunities within the unit and on campus. There should be some indication that the faculty as a whole has discussed and embraces this approach, and to avail the faculty member of opportunities such as the ADVANCE and Big 10 leadership programs.
6. A statement about the long-range plans to expand the overall number of URM individuals among their faculty and students.