

Distinction through Diversity Fund Guidelines

BACKGROUND:

The Department of Intercollegiate Athletics, Office of the Provost, and the Chief Diversity Office have created a partnership to support the recruitment and retention of outstanding tenured/tenure-track faculty in undergraduate-serving departments and colleges who will further the UI's goals to advance its academic mission through the recruitment and retention of underrepresented U.S. racial/ethnic minority (URM) faculty and students

This is a three-year pilot initiative (FY19, FY20, FY21) with a total commitment of \$200,000 per fiscal year (with \$150,000 per year support by the Department of Intercollegiate Athletics and \$50,000 by the Office of the Provost).

ELIGIBILITY CRITERIA:

- 1) Tenured/Tenure-track faculty appointments;
- 2) **Departments and/or Colleges** that serve undergraduate students; and
- 3) Faculty who will advance the UI's commitment to the recruitment and retention of URM faculty and students. **URM** is defined as American Indian or Alaskan Native, Black or African American, Native Hawaiian or Other Pacific Islander, Hispanic or Latinx.

USE OF FUNDS:

These funds are designated to support both recruitment and retention, and they may be used in the following ways:

- Supplemental support for research supplies, equipment and/or travel funds.
- Summer salary support.
- Professional development efforts within the department to support diversity, equity and inclusion (e.g., seminar series, outside speakers).
- Programmatic support for faculty member's research agenda (e.g., conferences, symposia).
- Other activities detailed by the department upon application for supplemental funds.

BUDGET:

- Allocation per individual faculty member will be made up to a maximum of \$50,000.
- Funds will generally be awarded on a one-time basis; applicants may request funding for two years (and in rare cases, up to three years), but the total may not exceed \$50,000 for all years. Multi-year applications may be approved, pending a successful annual report warranting renewal.
- Requests for smaller amounts – such as a single \$5,000 or \$10,000 award – may have a better chance of being funded.

APPLICATION PROCESS:

- Deans, directors, or departmental executive officers shall submit a completed [Distinction through Diversity Fund Application Form](#) to the Office of the Provost for review by the Associate Provost for Faculty and the Chief Diversity Officer. Funds will be allocated on a competitive basis.
 - Deans, directors, or departmental executive officers can apply for **recruitment funds** as soon as a tenure-track URM faculty finalist has been identified. Applications can be submitted up to the time a formal offer is made to a new tenure-track faculty member. Recruitment funds

- cannot* be used for faculty members who have already signed contracts. Funds will not be dispersed to a department in the case where the faculty recruit does not accept the offered position.
- Collegiate or departmental leaders can apply for faculty success **retention funds** at any time during a faculty member's tenure.
 - The Associate Provost for Faculty and Chief Diversity Officer will review the application and inform the collegiate dean, director or DEO of the outcome of the funding request.
 - At the end of each academic year, the collegiate or departmental leader (in consultation with the awardee) shall complete a Distinction through Diversity Fund Annual Reporting Form explaining how the funds were used and actions the unit put into place to foster a supportive and inclusive environment. The Office of the Provost will produce an annual program report tracking the success of the program in advancing the UI's academic mission and provide it to the Department of Intercollegiate Athletics and the Chief Diversity Office for review.

APPLICATION EVALUATION:

Applications will be assessed competitively according to the following criteria:

- Amount of funds requested and proposed use.
- Explanation of how the funds will contribute to advancing the unit's effectiveness in the recruitment and retention of underrepresented U.S. racial/ethnic minority (URM) faculty and/or students.
- Unit's commitment to fostering and maintaining a supportive and inclusive environment for URM faculty members. For example, efforts the unit has taken/will the unit take to develop an inclusive atmosphere (e.g., integration of diversity, equity & inclusion strategies in unit strategic plan, mentoring programs, professional development workshops, invited speakers).
- Current racial/ethnic demographic composition of the unit's faculty (by headcount).

University of Iowa Office of the Provost
**Distinction through Diversity Fund
Application Form**

To be completed by a dean, director or departmental executive officer for approval and signatures.

FACULTY CANDIDATE/MEMBER

Name:
Rank:
Department/College:

DEAN, DIRECTOR, OR DEO REQUESTING FUNDS

Name:
Title:
Department/College:

Type of Funding Requested: Recruitment Retention

If for recruitment, anticipated start date: _____ (Mo/Day/Yr)

Detailed description of the amount of funds requested and proposed use.

Explanation of how the funds will contribute to advance UI's academic mission to recruit and/or retain U.S. racial/ethnic minority faculty and students.

Description of the unit's commitment to and actions toward fostering and maintaining a supportive and inclusive environment for URM faculty.

Proposed Budget

- Requested period of funding: FY ____
- Number of years requested: _____
- Total amount requested: \$_____ (up to \$50,000)
- If for more than one year, please detail amounts requested per fiscal year and payment schedule requested.

Approval

Department/College Approval

Departmental Executive Officer/Director

Name:	Title:
DEO Signature:	Date:

Collegiate Dean

Name:	Title:
Collegiate Dean Signature:	Date:

Central Offices Approval

The *Distinction through Diversity* Fund will provide \$_____ during FY _____. Per request and pending annual approval, renewal **is/is not** possible for _____ additional year(s). The total award will not exceed \$_____ and will be used to support the following:

- Supplemental support for research supplies, equipment and/or travel funds.
- Summer salary coverage.
- Professional development efforts within the department to support diversity, equity and inclusion (e.g., seminar series, outside speakers).
- Programmatic support for new faculty member's research agenda (e.g., conferences, symposiums).
- Other activities as detailed below:

Associate Provost for Faculty Signature:	Date
Chief Diversity Officer Signature:	Date

Please submit completed form to:

Office of the Provost, 111 Jessup Hall, email: faculty@uiowa.edu

For more information, contact: Kim Carter, Office of the Provost
Phone: 319.335.0526 or email: kimberly-j-carter@uiowa.edu.