The Office of the Provost provides academic leadership to the university. Its fundamental mission is to champion innovation and excellence in teaching, research, creative production, and service. A diverse faculty, inclusive campus, and equitable policies and practices are essential to our success. The Office of the Provost commits itself to the following strategies to support diversity, equity and inclusion on our campus.

Faculty Recruitment

Faculty Search Committee Practices to Advance Equity
Presentation and resources to engage search committee members in articulating the importance of faculty diversity, reducing unconscious bias, and implementing evidence-based strategies to advance diversity, equity and inclusion.

Provost

Dual Academic Career Fund
A fund to assist departments and colleges when the recruitment of a tenured/tenure-track faculty member is contingent upon the employment of a partner/spouse.

Provost, Colleges

Central Midwest Higher Education Recruitment Consortium (HERC)
Collaboration among higher education and community partners to assist dual-career couples, recruit diverse applicant pools, and build relationships among employers in the region.

Provost, University Human Resources

Build a Career | Build a Life
A one-page flyer featuring Work/Life and Dual-Career resources designed as a recruitment tool to feature in job ads and provide candidates with useful resources to learn about the campus and surrounding community.

Provost, University Human Resources

Faculty Support and Safety Guidance
A guide designed to assist the campus community in responding to situations in which faculty members are targeted in social media based on scholarship, teaching, clinical care, and/or service.

Provost

National Center for Faculty Development and Diversity
UI institutional membership provides access to webinars, resources on faculty productivity, online mentoring and networking.

Provost, Chief Diversity Officer

Biennial Faculty Salary Equity Report
The Office of the Provost conducts a campus-wide study of salary equity to assess for any sex or racial/ethnic disparities and works with colleges to make any needed corrections.

Provost, Faculty Scholar

Facility Retention

Unconscious Bias Training
The Office of the Provost offers unconscious bias workshops through the UI BUILD program and to academic departments. In FY18-19, the provost office will work with a roundtable of UI trainers to develop an online Unconscious Bias video series.

Provost, Diversity Resources Team

 Collegiate Diversity Group
Collegiate representatives meet to share DEI-related strategies and provide input to the Chief Diversity Office (CDO) and Office of the Provost. In FY18-19, the provost office will work with the CDO and the Collegiate Diversity Group to strengthen DEI action planning in the colleges.

Provost, Chief Diversity Office, Colleges

Provost Office Strategies to advance Diversity, Equity, and Inclusion

Deo Leadership Development Program
A cohort-based program for departmental executive officers (DEOs) and other faculty administrators in their first two years of service; integrates coaching and DEI information for department chairs, one of the most essential leadership roles on campus for diversifying the faculty and ensuring an inclusive climate.

Provost, University Human Resources

Big Ten Academic Alliance Academic Leadership Program (BTAA-ALP)
This program aims to develop the leadership and managerial skills of faculty on Big Ten campuses who have demonstrated exceptional ability and administrative promise.

Provost, BTAA

Big Ten Academic Alliance DEO Program (BTAA-DEO)
This leadership program aims to develop the leadership and managerial skills of faculty on Big Ten campuses who have demonstrated exceptional ability and administrative promise.

Provost, BTAA

Deo Breakfasts with Campus Leaders
Scheduled twice per semester, this program provides an opportunity for DEOs to speak directly with key campus leaders and network with other DEOs across colleges and disciplines.

Provost, Campus Leaders

Excellence through Diversity
At the University of Iowa, we achieve Excellence through Diversity

The University of Iowa’s status as a premier research university depends on the robust exchange of ideas. The diversity of our students, faculty, and staff helps us fulfill our mission to explore, discover, create, and engage. Thus, we are committed to supporting every Hawkeye’s pursuit of excellence. As we enhance the breadth and depth of our perspectives, we purposefully prepare for our future. Our ability to foster an equitable environment for all who join the UI family will determine our collective success. We eagerly accept this challenge.