

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 RETENTION

FACULTY ADVANCEMENT

PROVOST OFFICE STRATEGIES to advance Diversity, Equity, and Inclusion

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

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

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

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

FY19 PROVOST OFFICE STRATEGIES to advance Diversity, Equity, and Inclusion

DISTINCTION THROUGH DIVERSITY FUND

A three-year pilot initiative to support undergraduate-serving departments and colleges to recruit and retain outstanding tenure-track faculty 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.

PROVOST, CHIEF DIVERSITY OFFICE, INTERCOLLEGIATE ATHLETICS

PATH TO DISTINCTION PILOT

The Office of the Provost will lead a pilot project with four departments and their respective colleges to integrate research-informed best practices into key faculty recruitment processes to enhance the ability of faculty search committees to advance diversity and equity in their search and hiring processes. Faculty search committee best practices, resources, and tools will be shared with campus as they are developed.

PROVOST, COLLEGES OF BUSINESS, EDUCATION, ENGINEERING, AND LIBERAL ARTS & SCIENCES

FACULTY SEARCH COMMITTEE PRACTICES TO ADVANCE EQUITY

In FY18-19, the Office of the Provost will continue to provide faculty search committee trainings, currently required by several colleges. To strengthen capacity, the provost office is collaborating with on-campus DEI trainers to develop a brief online unconscious bias video to enhance central messaging and increase campus bias literacy.

PROVOST, DIVERSITY RESOURCES TEAM, UI HUMAN RESOURCES

2018 FACULTY & STAFF DEI CAMPUS CLIMATE SURVEY

The Office of the Provost will collaborate with the Chief Diversity Office and the Charter Committee on Diversity to use the results of the 2018 survey to inform colleges and the campus about current climate issues and develop data-informed targeted interventions.

PROVOST, CHIEF DIVERSITY OFFICE, CHARTER COMMITTEE ON DIVERSITY, STRATEGIC COMMUNICATIONS

DEO TRAINING ON DEI LEADERSHIP

The DEO is considered a key "engine of change" for DEI in higher education. The Office of the Provost will contract with a national expert to offer hands-on workshops to DEOs and campus leadership about best practice strategies for diversifying the faculty. A dedicated website will be developed to access strategic and just-in-time resources and coaching.

PROVOST, CHIEF DIVERSITY OFFICE

DEI DIGEST

Beginning in Fall 2018, all colleges and central units will be asked to submit their FY19 unit-level strategies that advance diversity, equity and inclusion (DEI) on the UI campus; a compendium report of the digital inventory will be shared with campus in Spring 2019 and will inform campus-wide DEI assessment and planning. Workshops to assist units in DEI strategic planning will be offered.

PROVOST, CHIEF DIVERSITY OFFICE

FACULTY DEI ADVISORY INITIATIVE

The associate provost for faculty and the chief diversity officer will convene meetings of faculty of color to counsel the provost office on the experience of URM faculty on campus and advise on DEI efforts. Faculty representatives from the UI diversity councils will be sought.

PROVOST, CHIEF DIVERSITY OFFICE, FACULTY OF COLOR

ASSOCIATE PROFESSOR ADVANCEMENT INITIATIVE

Almost two-thirds of UI's URM tenured associate professors are within 0-5 years post tenure, a critical time for mentoring and retention. The Office of the Provost will focus resources on supporting these associate professors and their DEOs. Program options will be built on results of the 2017 UI Associate Professor survey, higher education literature, and individualized to the participating faculty.

PROVOST

KEEPING OUR AMERICAN INDIAN FACULTY AND FACULTY OF COLOR SYMPOSIUM

(March 31 - April 2, 2019)

The Office of the Provost will lead a group of faculty to attend the annual "Keeping Our Faculty" conference at the University of Minnesota and offer a campus presentation on the conference proceedings following attendance.

PROVOST

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.