



State University of New York
Office of Diversity and Educational Equity

**2008-09 Budget Request
INITIATIVES**

DIVERSIFYING SUNY

TOTAL FUNDING REQUEST FOR FY 2008/09

\$11,150,000

SUNY places a high priority on improving access and diversity so that the University becomes more representative of the population and needs of the State of New York. Beginning with the establishment of an Office of Diversity and Educational Equity at the System level, SUNY requests funding for a number of initiatives that will proactively recruit a diverse group of faculty, staff, and students who will integrate into New York's cultural, economic, and leadership fabric.

The Office of Diversity and Educational Equity will focus university-wide efforts on identifying, recruiting and retaining outstanding faculty and graduate students from historically under-represented populations in U.S. higher education and economically disadvantaged. The Office will provide access and opportunity to the underserved students' development, implement strategies and programs to enhance graduation rates and academic preparation of these students. Moreover, in collaboration with campuses, the Office of Diversity will devise academic programs designed to infuse diversity into academic excellence.

Increase Diversity of SUNY Faculty and Student Body

Diversify Faculty

To better align the diversity profiles of SUNY faculty this funding request will support 60 percent of the salaries for three years and one-time start up costs for faculty, as well as full funding for postdoctoral fellows. The hiring campus will be expected to provide 40 percent of the faculty salary for the first three years, and assume the complete costs of the appointments after year three. The full salary for one-year postdoctoral fellowships will be supported through this program annually.

The funding request will support partial salaries for 15 senior faculty (associate and full professors), 35 assistant professors and 12 postdoctoral fellowships. The request includes funds to provide the full time faculty with competitive start-up packages.

Empire State Educational Equity Fellowship Program

Funding for 45 4 year fellowships for economically disadvantaged students who have been accepted to PhD granting institutions. The \$35,000 fellowship will cover tuition and provide monthly stipends.

Student Access and Success Program

The Student Access and Success Program of the Office of Diversity and Educational Equity will serve students who are underprivileged and/or underrepresented but have attained a record of academic achievement that disqualify them for admission into the Educational Opportunity

Programs (EOP). The funds will provide 250 students with partial scholarships of \$3,000 per year for up to four years of study. Campuses will be provided with funds to administer a special program that will extend counseling, advising, mentoring, funded research experience, and preparation for GRE, LSATs entrance examinations

Empire State STEM Scholarships

The Empire State Undergraduate STEM Scholarships will award 100 scholarships ranging from \$5,000 to \$18,000 annually for up to four years. This Scholarship program will be modeled after the successful Meyerhoff Program of the honors University of Maryland, Baltimore County which is designed to promote academic success among students from traditionally underrepresented populations who plan to pursue doctoral studies in the sciences and engineering. The program will be administered by the Office of Diversity and Educational Equity.

Integrating Diversity and Excellence

This initiative will improve the integration of diversity and excellence across the University through a variety of programs

- Seed money to fund operating and staff expenses for two offices dedicated to diversity recruitment and outreach in upstate urban areas

- Faculty and Campus support to promote academic excellence in diversity education, research and to promote new intellectual communities

- - Diversity Recruitment and Retention Best Practice Workshops
 - Diversity Curriculum Development Grants
 - Diversity and Equity Faculty research Grants
 - Campus Diversity and Equity Awards
 - Faculty Diversity Teaching and Research Awards
 - Diversity Research Initiative Program
 - State of the Art Conferences

Office of Diversity and Educational Equity

The 2007-08 budget provided \$300,000 to establish the Office of Diversity and Educational Equity which supports two staff (Vice Provost and Secretary) and baseline operating expenses. Additional funding of is being requested in 2008-09 to more fully accommodate the requirements of this office. This additional funding will support four additional staff members assistant provost, executive assistant, development officer and grant writer, research initiatives academic coordinator, two graduate assistants and associated operating expenses, travel and equipment purchases and maintenance.

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