



The State University  
of New York

## Office of Diversity, Equity and Inclusion GUIDELINES FOR 2016-2017 FACULTY DIVERSITY PROGRAM

The Office of Diversity, Equity and Inclusion (ODEI) is pleased to announce the Faculty Diversity Program (FDP) for the 2016-2017 academic year. The program is budgeted to provide partial salary support to SUNY state-operated campuses for a limited number of new assistant professor level appointments. The purpose of this program is to advance diversity and inclusive excellence by encouraging the recruitment, retention and promotion of outstanding scholars from different backgrounds, including individuals from groups who have historically been underrepresented in higher education.

Salary support will be provided for three years and distributed annually as follows:

- 2016-2017 – 80% of negotiated salary up to \$80,000 and up to \$5,000 for research & professional development
- 2017-2018 – 75% of negotiated salary up to \$50,000 and up to \$5,000 for research & professional development
- 2018-2019 – 25% of negotiated salary up to \$15,000 and up to \$5,000 for research & professional development.

Faculty appointed under this initiative will be required to submit a written three-year spending plan and itemized budget for an active research program and once approved will be awarded up to \$15,000 to support those efforts. These funds will be disbursed to the campus, and faculty will have up to three years to expend the research support.

The Faculty Diversity Program is highly competitive. Only individuals nominated by the Chief Academic Officer are eligible for consideration. SUNY institutions are strongly encouraged to nominate outstanding scholars who:

- have attained a record of distinction early in their academic careers
- exhibit promise for scholarly productivity of the highest quality
- have a demonstrated ability to work in diverse learning environments.

Conversely, the review process will also take into consideration the department and/or institution's demonstration of commitment to diversity. A brief statement indicating support of the candidate (i.e. mentoring and/or other institutional markers that indicate a level of commitment to the candidate's success) will be required.

A complete dossier will consist of the following documents:

- Curriculum vitae
- Candidate's statement of interest
- Published work or writing sample
- Three reference letters
- Evidence of candidate's ability to respond effectively to the learning needs of students from diverse backgrounds
- Home department/academic unit or dean's evaluation of candidate's academic record
- Chief Academic Officer's recommendation for appointment
- Statement on the candidate's contribution to enhancing campus diversity.

**Due to the level of competition and large volume of nominations associated with this program, incomplete dossiers will be disqualified. Applications received after the deadline will not be considered.**

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The Office of Diversity, Equity and Inclusion will evaluate applications in two rounds during the academic year.

<b>Round 1</b>	<b>Round 2</b>
Submission of Applications: 9/1/15 – 10/15/15	Submission of Applications: 12/1/15 – 1/15/16
Deadline for Receipt of Applications: 10/15/15	Deadline for Receipt of Applications: 1/15/16
Award Decision Date: 11/30/15	Award Decision Date: 3/1/16

Nominating institutions will be informed of the results within a 45-day period after the submission deadlines. Campuses will receive a maximum of two FDP awards during any academic year, and only three applications per campus may be submitted. Candidates will only be eligible for an award in the round in which they are nominated. The Faculty Diversity Program is limited strictly to new, full-time, tenure-track appointments at the assistant professor level; existing appointments will not be considered.

The universities and four-year colleges must employ recruitment policies and practices that are in compliance with federal and New York States laws and regulations and are strongly encouraged to solicit applications from qualified women and members of underrepresented groups. Only U.S. citizens or permanent residents are eligible for an award. Disbursement of the award is contingent on the faculty member having completed all requirements for the terminal degree in their discipline prior to the commencement of the 2016-2017 academic year.

Universities and colleges are required to reappoint faculty at the end of their initial third-year appointment if their contributions in the areas of teaching, scholarship and service are consistent with the academic standards of the unit in which their line resides.

The following items must be received by June 30, 2016 in order for funding to be allocated to the campus:

- written confirmation that the campus will provide the full salary of the faculty member if conferred tenure or beyond the third year of funding
- copy of appointment letter offering a tenure-track, full-time appointment as an assistant professor
- copy of the acceptance letter
- designation of a campus budget officer as primary contact for disbursement of funds
- a bio and picture of the award recipient
- a written three-year research spending plan from the award recipient.

For procedural questions, please contact the Office of Diversity, Equity and Inclusion at (518) 320-1189.

Please mail five hard copies of the dossier to:

**Dr. Carlos Medina**  
Vice Chancellor and Chief Diversity Officer  
Office of Diversity, Equity and Inclusion  
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