



The State University
of New York

PRODiG

(Promoting Recruitment, Opportunity, Diversity, Inclusion, and Growth)

PRODiG will support SUNY campuses in their efforts to recruit and retain up to 1000 early-to-mid-career professors from underrepresented groups by 2030. This program is system wide and is designed to improve the hiring process, leverage campus resources, and build on campus strengths.

As of Fall 2018, 27.2 percent of SUNY students are underrepresented minorities, up from 26.5 percent in 2017, and 15.4 percent in 2007. Compared with 37.6 percent overall URM diversity of high school graduates in New York State, SUNY has made considerable progress toward enrolling a broadly diverse student body that reflects the racial and ethnic diversity of New York.

PRODiG, primarily funded by New York State through a Performance Improvement Fund, is designed to increase faculty diversity to be more in line with its student diversity. SUNY's initiative will focus on building an educational pipeline that identifies talented students in high school, and develops academic career opportunities.

- + PRODiG is a multi-faceted, comprehensive approach not yet attempted at this scale in higher education.
- + PRODiG is rooted in a fundamental idea that students aim higher when inspired by faculty from similar backgrounds, who have overcome obstacles the students themselves are likely to face.
- + PRODiG is designed to create the diversity within our faculty that mirrors increasing diversity within the student body.
- + With PRODiG, SUNY is taking the long view: Among today's high school students are the PRODiG faculty of tomorrow.

EDUCATIONAL PIPELINE

- Tracking talented students from the time they are in high school, and inspiring them to pursue graduate education that will lead to academic careers
- Annual mentoring and professional development conferences to support and inspire promising, high-achieving underrepresented students
- One-time graduate research stipends of \$5000 each to support incoming PhD students

ACADEMIC CAREER OPPORTUNITIES

- Rewarding demonstrated improvements in the faculty hiring process, including salary grants (100% of salary up to \$90K in 1st year; 50% up to \$45k in 2nd year; 33% up to \$27K in 3rd year)
- Building upon best practices in faculty hiring across all the SUNY campuses
- Supporting a Higher Educational Consortium (“HERC”) that includes all the SUNY campuses
- Search committee certification pilots with selected campuses
- Cluster hiring pilots at select campuses
- Encouraging diversity and inclusion research, and inclusive pedagogies in the classroom

OUTCOMES

PRODiG will:

- Narrow the gap between the diversity of our students and the diversity of our faculty
- Improve retention of underrepresented minority faculty and women faculty in STEM disciplines
- Instill best practices, and reduce barriers to diversity, in the faculty hiring process
- Expand pipelines, and increase pathways into academic careers for underrepresented minorities and women studying in STEM disciplines

