



## Faculty Recruitment Initiative 2015-2016

In order to implement the faculty recruitment and retention goals of the university-wide Diversity Blueprint and in order to support changes to the Faculty Code that recognize excellence in research, teaching, and service that promotes diversity and equity, the Provost has allocated \$300,000 to the Office for Faculty Advancement for the 2015- 2016 academic year to work collaboratively with Deans and Department Chairs or Directors to further build a diverse and inclusive faculty.

These funds are to be used to contribute to the recruitment of faculty whose research, teaching, mentoring, service, and/or outreach interests focus on expanding and enriching traditional disciplinary boundaries. In some disciplines the focus may be on historically underrepresented and/or underserved communities, while in others it may be on broadening methodological approaches to address questions of special relevance to understudied and/or underserved communities. It is important to note that the focus of diversity, equity, and inclusion is not on the demographic background of faculty candidates but on the intellectual focus of their work.

A total of \$200,000 will be made available to enrich recruitment offers made to junior faculty. These one-time funds are given for a specified number of years and can be used for purposes such as one month of summer salary support or supplemental research support. A total of \$100,000 will be used in a similar way for senior searches. None of these funds are to be used for the retention of current faculty.

All requests for support from the Faculty Recruitment Initiative (FRI) should be sent to Chadwick Allen, Associate Vice Provost for Faculty Advancement, at [callen3@uw.edu](mailto:callen3@uw.edu).

Requests should be sent in an email or email attachment and should briefly:

1. Make the case for how the candidate will enhance the unit's diversity profile;
2. Make the case for the competitive nature of the hire;
3. Lay out the main parts of the offer—what the unit is putting in, what the College or School is putting in, and what is being requested from the FRI;
4. A copy of the candidate's curriculum vitae;
5. Any other relevant supporting documentation.

If you have any questions, please do not hesitate to contact the Office for Faculty Advancement.