



**2016-2017 Faculty Recruitment Initiative and Faculty Retention Initiative Report**

The Office for Faculty Advancement has managed and issued awards through the **Faculty Recruitment Initiative** since 2012-2013. The Faculty Recruitment Initiative provides temporary, one- time funds that supplement offers made by departments/colleges/schools to faculty candidates whose work enhances the UW’s diversity profile.

In the five years that the Faculty Recruitment Initiative has been available, our office has used the funds to contribute to **60 successful faculty recruitment efforts across 40 units** at the three campuses.\* Increased awareness about the Faculty Recruitment Initiative among unit leaders has contributed to an increased number of requests since the award’s inception. Along with the generally growing number of requests has come an increase in the total amount awarded each year through this program. Award totals have increased from approximately **\$134,000 in 2012-2013 to \$346,000 in 2016-2017**.

<b>UW Faculty Recruitment Initiative</b>			
	<b>Number of Awards</b>	<b>Number of Units</b>	<b>Total Awarded</b>
<b>2012-2013</b>	7	7	\$134,000
<b>2013-2014</b>	10	8	\$231,000
<b>2014-2015</b>	12	8	\$240,000
<b>2015-2016</b>	18	15	\$345,000
<b>2016-2017</b>	13	10	\$346,000

In 2016, the UW launched the **Faculty Retention Initiative** to support unit-level critical retention efforts for colleagues whose research, teaching, service, and/or outreach assists the university in meeting its goals for diversity and inclusion. In **2016-2017, 14 requests from 9 units were awarded \$398,000** to assist in retaining faculty who contribute to the UW’s diversity profile.

\*These 60 efforts affected a total of 57 distinct faculty members.