



Faculty Recruitment Initiative 2016-2017

The President and Provost have allocated significant funds to support initiatives that enable the Office for Faculty Advancement (OFA) to work collaboratively with Deans, Chancellors, and Department Chairs or Directors to build and retain a diverse and inclusive faculty across the three campuses of the University of Washington.

These initiatives assist the implementation of faculty recruitment and retention goals established in the university-wide Diversity Blueprint; they support changes to the Faculty Code that recognize excellence in faculty research, teaching, and service that promotes diversity and equal opportunity; and they help realize key priorities of the President's Race and Equity Initiative.

Faculty Recruitment. Funds totaling \$500,000 are available to contribute to the recruitment of faculty whose research, teaching, mentoring, service, and/or outreach expands or enriches traditional disciplinary boundaries. In some disciplines the emphasis 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 communities that have been understudied or underserved.

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 direction** of their work and that work's proven or potential **impact**. It is also important to note that these funds are intended primarily to assist with the hiring of tenure-track and tenured faculty.

One-time funds will be given for a specified number of years, and these funds may be used for purposes including but not limited to one month of summer salary support or supplemental research support (including research assistance support, staff support, professional travel, supplies and equipment, publication support, etc.). **These funds cannot be used for regular salary.**

All requests for support from the Faculty Recruitment Initiative should be sent to Chadwick Allen, Associate Vice Provost for Faculty Advancement, at 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—unit contribution; college, school, or campus contribution; and what is being requested from Faculty Advancement.

Requests should include a copy of the candidate's curriculum vitae and any other relevant supporting documentation.

Contact Professor Allen or the Office for Faculty Advancement with any questions.