Investing in Faculty Diversity at Rutgers

Frequently Asked Questions

Q: What is the role of the Provosts and Chancellors in the Presidential Faculty Diversity Initiative?

A: Provosts and Chancellors are local champions for faculty diversity and ultimately have responsibility for oversight and hiring of faculty to meet the President’s objectives. They can draw on their strategic resources to extend the impact of the diversity hiring programs by hiring additional faculty, enhancing start up packages, or using whatever means they deem appropriate to achieve institutional goals. They will work with their Deans by engaging in dialogue about implementation and improvements to the four diversity hiring mechanisms, encouraging long-range budget planning in relation to timed supports (3 years on average for permanent appointments), and by connecting campus resources to central supports to enhance faculty diversity.

Q: How will the EVPAA support targeted recruitment?

Funds for accelerated individual recruitment will be set aside for each CLU at the beginning of each hiring cycle (June-July), with an indication of how these funds correlate to accelerated individual hiring at 50% salary ($150K average per hire) and to projected cluster positions at 100% salary. Deans may proceed with identifying potential hires with the knowledge that the funds are available. Provosts and Chancellors may use diversity funding strategically in whatever ways are most effective: for salary or for benefits support, for discretionary funds to faculty as a top-off to start-up packages, or as funds to provide protected time for scholarly activities. Provost’s approval will suffice to extend an offer to a TOO candidate. At the conclusion of a successful recruitment of a faculty candidate, the Provost will forward a post-hiring action report to the EVPAA, which will include materials about each candidate and a brief description of the search process demonstrating that it has been consistent with program goals. This report will trigger the release of funds.
Q: How will cluster hires be vetted and selected?

Requests for Cluster hires should be submitted by Deans to their Provosts, who will review them for strategic clarity and forward them in a ranked list to the EVPAA’s office, where a committee made up of academic leadership from all four CLUs will make a final recommendation for funding. Thereafter the individual hires associated with the cluster hire proposals will follow the internal approval process outlined above for targeted recruitment, i.e. Provost’s approval will suffice to extend an offer to a candidate. At the conclusion of a successful recruitment of a faculty candidate, the Provost will forward a post-hiring action report to the EVPAA, which will include materials about each candidate and a brief description of the search process demonstrating that it has been consistent with program goals. This report will trigger the release of funds.

Q: As a Dean, how can I get access to funds through these programs?

A: In order to receive funding from the diversity hiring programs, Deans should consult with their Provosts about how the programs will fit strategically with their hiring plans. All requests for funds should be submitted to the Provost’s office with necessary accompanying materials. Provosts will review requests and either approve them at the campus level on a rolling basis (for accelerated individual hiring) or make ranked recommendations to the EVPAA (for cluster hiring).

Q: How is the university defining “diversity” for the purposes of its new programs?

A: Diversity in hiring may include, but is not limited to, ethnicity, race, gender expression or sexual orientation, socioeconomic status, disability, or other personal or professional characteristics that have led to systematic marginalization from the research and academic mission. All hires should contribute significantly to the university’s goals of diversity, equity and inclusion by virtue of their lived experiences, their scholarship, and/or their mentoring, teaching, and outreach activities.
Q: How long will the programs be active? Can funds be carried over from year to year?

A: The programs will support active hiring for an initial three-year period, with total support extending over five years. At the end of the fiscal year, any concrete commitments made for future years will be rolled over; remaining unused funds will be returned to the EVPAA to be deployed in subsequent years. In their end-of-year summaries, Provosts will have an opportunity to project needs and hiring plans for the following cycle. The EVPAA recognizes that successful diversity hiring can be difficult and that efforts must be supported continuously over multiple years.

Q: What about the mechanisms to hire visiting scholars?

A: For Presidential Postdoctoral Fellows, the Provost’s office will review requests to host a Fellow or to nominate a fellow into the program and will send a ranked list to the EVPAA’s office, where a pool of national finalists will be matched to campuses and schools in close consultation with Provosts and Deans.

For Presidential Visiting Faculty Fellows, Provosts will review nominations from Deans and forward a ranked list to the EVPAA’s office. The Executive Vice President for Academic Affairs will approve the final appointment of Presidential Visiting Faculty Fellows.

Q: How does the new accelerated hiring process for Target-of-Opportunity appointments and postdoctoral appointments work?

A: We are currently working on the implementation of an expedited exception process in the Rutgers Recruitment, Onboarding, and Classification System (ROCS) for Target-of-Opportunity appointments (for both faculty and for postdoctoral fellows). This system will ensure that all hiring will be in compliance with Federal requirements. We will provide further information on this system later in the summer.
Q. Where can I receive further guidance on best practices for hiring?

A. Resources on best practices for hiring can be found at the following websites:

The Rutgers University General Guidelines for hiring. We are currently developing an updated set of central guidelines for all hiring at Rutgers.

Vital materials on inclusive hiring practices and information are available at the New Brunswick Division of Diversity, Inclusion, and Community Engagement. These include worksheets for requesting a DEI statement from candidates, evaluating candidate DEI statements, evaluating candidates themselves, and diagrams for search planning and process.

Excellent guides to best practices in hiring may also be found at the University of Michigan’s ADVANCE program website.

A wide range of materials on diversifying the academy, including hiring practices, are available from the Rutgers Division of Diversity, Inclusion, and Community Engagement.

Q: Will dedicated mentoring funds for programming or other forms of support be available? Where can I receive further guidance on the mentoring options that are available at Rutgers for new hires?

A: Dedicated mentoring funds will not be provided through the diversity hiring programs. The new Faculty Diversity Collaborative in the office of University Equity and Inclusion will provide additional resources and central coordination of Rutgers’s mentoring, advancement, and support programs for diverse faculty.