Equity, Inclusion, & Diversity Leadership Council Proposal:
2014-15 Provost Initiative Hiring Program

1. Frame with a powerful leadership statement and 2-3 overarching goals that guide this hiring initiative:
   - State the direction and commitment of the university with respect to diversity, equity, inclusion
   - Highlight the goal of meeting student needs (high enrollment demands) through the lens of diversity, equity and inclusion, so that all hires ultimately integrate both diversity and student needs at the core
   - Develop a “purpose clause” to be included in all position announcements, emphasizing that the university is undergoing a faculty hiring initiative that seeks to hire a cohort of faculty to advance student success through the lens of equity, inclusion, and diversity
   - Emphasize that each unit is expected to contribute to these goals
   - Note that accountability will be ensured by assessing proposed positions and proposed hires against the criteria below

2. In conjunction with Provost distribution of faculty lines, review proposals for cluster hires at the college, division, or university level
   - Rationale
     - Cluster hires: this approach highlights opportunities for new faculty to enter as part of a cohort with a particular focus – this is a recognized diversity recruiting tool that increases the likelihood of significantly enhancing one or several dimensions of diversity within the hiring unit. Peer mentoring and shared experience of faculty who come in as part of a focused cluster supports development of community, retention, and advancement
     - College/division/university level searches: this approach allows for balancing/complementing areas of strength across the cluster of appointees, taking into account contribution to diversity expertise, disciplinary/interdisciplinary needs, scholarly focus, teaching expertise, and ability to enhance student retention and success
   - Criteria
     - Priority given to units with substantial enrollment growth that has produced a need for student-to-faculty ratios to be improved
     - Priority given to clusters that establish, focus, or strengthen specific interdisciplinary or intercollegiate initiatives
     - ALL positions to focus on diversity and undergraduate teaching, including required and/or preferred qualifications, for example:
       - Record of/commitment to work w/underrepresented/underserved students
       - Record of engaging students in high-impact educational practices
       - Scholarship of teaching and learning re: equalizing student success
       - Scholarship in areas related to diversity, DPD, ethnic studies, Queer studies, disability studies, environmental justice, intercultural communication, or other social justice fields
       - Education/training/life experience that broaden capacity to equalize student success
       - Life experiences reflecting growing diversity of OSU student life experiences
     - Proposals must demonstrate strong potential to advance equity, inclusion, and diversity goals in terms of position focus and proposed search process
o Teaching and research are not mutually exclusive. It is anticipated that faculty hired under this initiative will contribute to key research areas and graduate education within units, colleges, and the university.

• Equity, Inclusion, and Diversity Leadership Council requests the opportunity to review/provide feedback on draft call for proposals before it is finalized and published.

3. Funding
• Provost fully funds all positions
  o Rationale – consistent with funding method for previous Provost Initiative positions. Each position integrates institutional goals for student retention and success/growth areas and equity/inclusion/diversity—diversity is not an “add-on” or separate issue, but is central to new E&G-funded positions.

4. Establish Provost Initiative Committee (PIC)
• Include representatives from stakeholder organizations such as
  o Equity, Inclusion, and Diversity Leadership Council
  o Tenured Faculty Diversity Initiative Committee
  o Difference, Power, and Discrimination Program
  o Academic Affairs
  o Student Affairs
  o Graduate School
  o Office of Equity and Inclusion

• Review/recommend proposals to Provost for funding, based on criteria described in section 2
• Assist Provost in oversight of the hiring process through an ongoing dialogue with search advocates, search chairs, deans and other administrators as necessary to ensure consistency with Provost Initiative goals.

5. Use atypical search/selection strategies
• One committee for each cluster, including a search advocate and someone whose primary expertise is in the area of student success
• Search advocates meet with PIC at key search points to confirm search criteria
• Advertise, review, and select as a cluster of assistant and associate professors
• Use regular and targeted search strategies, normal and shortened timelines
• Provide administrative assistance to search committees in developing a diverse list of potential applicants to recruit
• Dean or senior administrator approves each pool & campus interview list to ensure alignment with Provost initiative goals

6. Hire 20-30% at associate professor level
• Redirect TFDI funds to this effort for 2014-15 if needed - TFDI committee could be involved in review of proposals and hires per TFDI process. Provost supplies permanent funding once TFDI contribution expires
• Rationale – like TFDI program, it ensures that some hires are senior tenured faculty with more experience who need not navigate promotion and tenure while trying to be change agents.

7. Expand attention to dual-career needs
• Substantial attention to meeting dual-career needs is a best practice in faculty recruitment and retention, and is particularly important for successful recruitment and retention of members of underrepresented groups given the demographics of OSU’s current workforce. Continued and expanded attention to securing dual-career employment for trailing partners and spouses must be a priority to ensure success of this initiative:
- Continue to set aside part of Provost Initiative funds to support cost-sharing and other strategies for dual-career hires as part of a matching fund model
- If possible, earmark additional funds for dual-career hiring of those partners/spouses with other than tenure-track professorial faculty career paths