

**PRESIDENT'S FACULTY DIVERSITY CLUSTER HIRING INITIATIVE
PROGRAM CRITERIA AND APPLICATION GUIDELINES
Spring 2009**

Program Description

The **President's Faculty Diversity Cluster Hiring Initiative** invites proposals from deans and chancellors for Faculty Diversity Cluster Hires—groups of three, four, or even five faculty of the highest quality who would come to Rutgers as a group or “cluster,” and whose addition to our faculty ranks would strategically and significantly increase the diversification of our scholarship and pedagogy. Such hires might be all in one department or more likely would cross departmental or even school or campus lines. Interdisciplinary and multidisciplinary proposals will receive particular consideration. The Office of the President will provide half the salary of each faculty member in the cluster for their first three years at Rutgers. This program supplements the support provided for individual faculty and postdoctoral hires provided by the **Office of Faculty Diversity Initiatives**.

Application Criteria and Guidelines

- Proposed cluster hires must demonstrably and substantively increase the diversification of scholarship and/or pedagogy in the unit or units involved.
- Proposed clusters must advance the academic and intellectual objectives and goals of the unit or units, and must seek to attract faculty of the highest caliber.
- Proposed clusters must be reasonably feasible, given projected applicant pools, and must be consistent with the strategic academic goals of the unit(s) and the university.
- Proposals must be submitted in Newark and Camden through the appropriate chancellors, and in New Brunswick through the appropriate dean or deans.
- The Office of the President will provide half the salary for each faculty member in the cluster for their first three years at Rutgers; after that time, the unit or units involved must provide the full salary support. All other costs associated with these hires, including start-up and renovations, will typically be borne by the units. In disciplines requiring extraordinary start-up costs, such as science and engineering, assistance with these packages may be available, particularly in anticipation of receipt of external funding by the recruits. Given the expenses associated with cluster

recruitments, some assistance with costs involved in the interview and recruitment process itself may be provided upon request of the dean or chancellor.

- Initial review of proposals will be conducted by the President's Council on Institutional Diversity and Equity, which will make recommendations for funding to the Executive Vice President for Academic Affairs and President. Dependent upon proposal quality and availability of funding, and with appropriate staging of start dates, recruitment may be ongoing for multiple clusters at one time.
- Approval to begin recruitment does not constitute approval to hire. When final candidates have been identified, permission to make offers to specific candidates must be provided by the Executive Vice President for Academic Affairs and President. Appropriate narratives detailing how the cluster meets the goals of the initial proposal, the process used in recruiting these individuals, and curricula vitae of the finalists must accompany such requests.

Proposals

- Proposals should be no more than 10-15 pages, and should include the following:
 - Brief description of cluster, including projected number of hires, fields and disciplinary areas involved, and participating departments and units. A profile of potential hires, including anticipated rank and level of distinction must be provided. Where possible, names and brief biosketches of individuals who might be considered or who represent the type and stature of expected candidates should be included.
 - Statement of how the cluster would strategically and significantly increase the diversification of scholarship and pedagogy in the unit or units.
 - Statement of how the cluster will advance the academic and intellectual objectives and goals of the unit or units.
 - Statement on feasibility, given available applicant pools.
 - Composition of faculty search committee, including identification of committee chair.
 - Letters of support and commitment of resources from the appropriate chairs, deans, and chancellors.

Proposals for the 2009-2010 recruitment cycle should be submitted by **April 3, 2009**.

Electronic submissions strongly preferred and encouraged.

Send proposals to:

**President's Council on Institutional Diversity and Equity
President's Faculty Diversity Cluster Hiring Initiative**

c/o

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H:/diversity cluster program app and guidelines 2