



**RUTGERS**

Office of the Executive Vice  
President for Academic Affairs

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University Equity and Inclusion

## **Accelerated Recruitment of Individual Faculty**

Hiring that furthers the University's goals of diversifying its faculty and graduate community may result from standard searches or from opportunities that arise outside of a usual search process. In either case, the initiative will provide 50% salary or the equivalent amount over three years to be used for salary and benefits support, discretionary funds for the faculty as a top off to the startup, or funds to provide protected time for scholarly activities. Deans requesting supporting funds from the program should submit the items below to their campus Provost:

1. Name and CV of candidate
2. Hiring Department and School
3. Brief description of the process that has brought the candidate forward, with relevant position description (for standard searches)
4. Brief description of the candidate's field of expertise, accomplishments, and how he/she/they will contribute to the diversification of the department's faculty and curricular offerings

In cases where a hiring request arises outside of a normal search process, Deans should notify their Provost as soon as possible and follow appropriate procedures in ROCS. At the end of the annual hiring cycle, Provosts will be asked to submit a report outlining how the funds were deployed, with an explanation of how new hires will be supported by existing campus and university-wide mentoring and advancement programs for underrepresented faculty.