**Strategic Diversity Cluster Hiring**

AY2024-245 recruitment / FY26 start date

The boxes below are fillable and will expand to include as much text as necessary. Cluster proposals should be prepared by teams in close consultation with their Dean, who will submit proposals electronically to their campus Provost. Teams should consult the Cluster Hiring Program Description and Guidelines document on the [UAA website](https://academicaffairs.rutgers.edu/academics/investing-faculty-diversity-rutgers/strategic-diversity-cluster-hiring). Campus provosts will set all internal deadlines for submission.

**1. In which priority area is the cluster proposed? (1) Race, Racism, and Inequality, (2) Health Equity, or (3) Advancing STEM Diversity**

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**2. Please provide a specific description of the field or subfields advanced by the cluster and how they relate to the overall priority area:**

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**3. Please describe the departments, schools, and programs involved in the cluster and the goals that each aims to achieve through the cluster hiring process:**

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**4. Please indicate the projected rank, field expertise, and tenure-home department / unit for each proposed new hire in the cluster:**

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**5. Please indicate the names, field expertise, and department / unit home of any existing faculty who will form part of the cluster (please be as inclusive as possible):**

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**6. Who will serve as Cluster Champion(s)? Please provide the names, field expertise, and department home / unit of the relevant faculty members:**

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**7. Please provide a brief but clear implementation plan: indicate a projected timeline for hiring over three years, per participating unit (a simple table may be helpful), what organizational mechanism will coordinate the hiring process across departments, and how the cluster will integrate a diversity of disciplinary specialists into the search and recruitment process:**

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**8. Include a statement from any chairs of departments involved in the cluster proposal indicating 1. how their unit will collaborate with other units in the cluster and 2. what resources, processes, and programs will help sustain cluster activity so that it grows to become an established area of strength (e.g., existing or new postdoctoral positions, graduate fellowships, leadership commitments and mentoring structures, start-up funds, coordinated release time, Center or Institute appointments / involvement):**

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**9. Deans involved in the cluster proposal should confirm that the mechanisms projected for coordinating the cluster hiring process are realistic and briefly explain how searches will ensure best practices in advertising and outreach, committee deliberations, and campus recruitment. Please also indicate what additional commitments will help sustain the cluster (e.g., existing or new hires, postdoctoral positions, graduate fellowships, leadership commitments and mentoring structures, start-up funds, coordinated release time):**

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**10. When done thoughtfully, cluster hiring has been demonstrated to improve faculty retention by creating an active intellectual and social community across campus. How will clusters employ faculty mentoring and advancement resources at the departmental, school, campus, or and / or central levels to sustain new hires and integrate any existing faculty? Please consult the resources of the** [**Faculty Diversity Collaborative**](https://diversity.rutgers.edu/fdc) **in the Office of University Equity and Inclusion.**

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**Thank you for helping to advance inclusive academic excellence at Rutgers.**