**Investing in Faculty Diversity at Rutgers**

**Accelerated Recruitment for Individual Faculty**

**Date**: September 13, 2023

**From**: Office of the Executive Vice President for Academic Affairs

**To**: Vice Chancellors, Provosts, Deans, Chairs

**Subject**: Guidance for Implementation

**Website**: <https://academicaffairs.rutgers.edu/academics/investing-faculty-diversity-rutgers/accelerated-recruitment-individual-faculty>

**Support**: Hiring that furthers the University’s goals of diversity, equity, and inclusive excellence will be supported with 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 start-up, or funds to provide protected time for scholarly activities. Note in addition that:

* Faculty may be supported either through the Accelerated Recruitment program or the Strategic Cluster Hiring program, but not both.
* Funding support is allocated according to fiscal year, beginning in the year following hire. Hires made in AY23-24 (FY24) will be supported with program funds as of July 1, 2024 (FY25) and forward for three years total. Appointments that begin mid-year (i.e. February 1) will only be supported with program funds as of July 1.

**Deadline**: Campus Provosts and/or Chancellor's Office will approve all requests for funds on a rolling basis and may set local deadlines and process requirements.

**Materials**: Deans requesting funds from the program should consult with their campus Provost and/or Chancellor's Office in advance of making an offer. Provosts and/or Chancellor's Offices will stipulate required supporting materials for funding requests. At a minimum, these materials should include:

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

4. Brief description of the candidate’s field of expertise, accomplishments, and how their research, teaching, and /or professional service in the past, present, and/or future could contribute to advancing the university’s goals of diversity, equity, and inclusion. Units may wish to consult the NIH's statement on [Populations Underrepresented in the Extramural Scientific Workforce](https://diversity.nih.gov/about-us/population-underrepresented).

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 all new hires will be supported by existing campus and university-wide mentoring and advancement programs.