

DRIVE Recruitment Grants Request for Proposals

The University of Illinois at Urbana-Champaign 2013-16 Strategic Plan sets forth the goal of rebuilding our faculty through 500 hires over the next five to seven years, with a particular emphasis on enhancing faculty diversity as defined in the Diversity Values Statement.¹ As part of our broader effort to achieve this goal, Chancellor Wise and Provost Adesida commissioned the Diversity Realized at Illinois Visioning Excellence (DRIVE) working group in Fall 2013. Staffed by faculty from across our campus, DRIVE's purpose is to support and accelerate department and college-level efforts to recruit prospective faculty members from traditionally underrepresented populations.²

DRIVE believes that these recruitment efforts are most likely to succeed if departments and colleges have preexisting relationships with prospective faculty members. This is the case whether those prospective faculty members are graduate students, post-docs, fellows, or tenure-stream faculty at other institutions. DRIVE also believes that departments and colleges can most effectively establish such relationships through institutionalized diversity recruitment programs that build and maintain pipelines of promising prospective faculty members.

DRIVE will award Recruitment Grants to support departmental and college efforts to develop, implement, and sustain effective diversity recruitment plans. DRIVE strongly encourages departments and colleges to include innovative recruitment initiatives in their grant proposals. Examples include, but are not limited to, the following types of initiatives:

- Hosting scholars to present research at the Urbana-Champaign campus.
- Sending faculty to conferences or other scholarly events for the purpose of “scouting” faculty talent.
- Co-sponsoring conferences or other events with academic or professional groups of traditionally underrepresented faculty in related disciplines.
- Establishing short-term departmental “scholars in residence” programs.
- Bringing entry-level scholars to campus for workshops that prepare them for the academic job market.
- Institutionalizing the values of diversity by providing faculty and staff with education and training and/or initiatives to improve retention and campus climate

DRIVE is willing to award Recruitment Grants for these and other compelling diversity recruitment initiatives.

¹ The campus Diversity Statement can be found at <http://diversity.illinois.edu/SupportingDocs/Diversity%20Values%20Statement.pdf>

² As discussed in the Provost Communication No. 7, African-Americans, Mexican-Americans, Native Americans (that is, American Indians, Alaskan Natives, and Native Hawaiians), and mainland Puerto Ricans are significantly underrepresented in the faculty at Illinois relative to their representation nationally. Additionally, women are underrepresented in specific STEM fields. Underrepresentation also exists on campus with respect to veteran status and persons with disabilities. See http://www.provost.illinois.edu/communication/07/2013/Communication_7-August_2013.pdf.

Recruitment Grants will typically range between \$1,000 and \$5,000 per specific initiative, though larger amounts will also be considered given sufficient justification. DRIVE is willing to supplement departmental/college funding already committed to diversity recruitment. Thus, a department/college may submit Recruitment Grant proposals even if that department/college is already funding the initiatives for which it is seeking a Recruitment Grant. DRIVE will decide to fund a proposal, or to request further information from a grant-seeking department/college, approximately two weeks after receiving the unit's proposal.

Funding Application Guidelines

Recruitment Grant proposals should be submitted through HireTouch for review by DRIVE. Department heads or other designated unit executive officers are responsible for pre-approving and submitting grant proposals on behalf of their departments. Grant proposals should further the unit's diversity recruitment program and should contain the following information: (1) the specific initiative(s) to be supported by the grant; (2) a statement of how this grant will advance the diversity recruiting goals of the unit and the unit's commitment to diversity; (3) specification of the faculty member(s) who will be directing the initiative; (4) the method for tracking and reporting contact with the prospective scholar(s) within the grant recipient's department, if applicable; and (5) a detailed breakdown of the expected costs and amount of funding requested.

Post-Funding Reporting

DRIVE Recruitment Grants will be most effective when used to support specific and coordinated activities within a broader and comprehensive departmental/college diversity plan that addresses and monitors recruitment, retention, and climate. Moreover, the effectiveness of these recruiting activities can be substantially increased if they are tracked, reported, and analyzed by DRIVE and by units as part of their diversity recruitment programs. Departments and colleges should routinely discuss diversity issues, assess the effectiveness of existing strategies, and assess the feasibility of new approaches. Accordingly, grant recipients are required to submit a brief report to DRIVE through HireTouch within one month after the grant-supported recruitment activity has been concluded. For recruitment-related activities, this post-funding report should provide: (1) the date and venue of the DRIVE-supported activity, and the University of Illinois faculty member(s) in attendance (if applicable); (2) the name(s), position(s), and institutional affiliation(s) of the scholar(s) with whom contact was made through the activity; (3) a description of the scholar(s)' research, teaching, and/or programmatic interests; (4) anticipated future steps for developing a relationship with said scholar(s), if any, and (5) whether any anticipated future steps would benefit from further DRIVE funding. For climate and retention-related activities, the post-funding report should include a summary of the activity, estimated attendance, a brief discussion of how the activity furthered unit's diversity efforts, and any anticipated follow-up. Grant recipients are also encouraged to provide additional details regarding the grant-supported activity and their department's recruiting strategies, if they believe that such details will advance the development of campus-wide recruitment best-practices.