

SUPPORT FOR RECRUITING UNDERREPRESENTED FACULTY (SRUF)

AIM: SRUF is designed to encourage and assist schools and departments at IUPUI in the hiring of underrepresented tenure/tenure-track faculty. The aim is to build a more diverse faculty, enrich the intellectual environment, and provide role models for our students.

ELIGIBILITY: SRUF is available whenever the current percentage of any gender or race in a department is less than 15% of the total tenured and tenure-track faculty in the department **and** the nationally available pool of candidates in that discipline is also less than 15%. The gender/race percentage breakdown for the available pool of candidates for each discipline can be obtained from the Office of Faculty Appointments and Advancement.

PROCEDURE: SRUF is for recruitment purposes only. It is not intended for faculty members who are currently employed at IUPUI. Requests for support should be made to the Associate Vice Chancellor for Academic Affairs, Office of the Executive Vice Chancellor and Dean of the Faculties, AO 126. These requests should include a curriculum vitae of the proposed tenure/tenure-track faculty recruit. If the request is for a tenured appointment, at least three outside letters of reference should be included with the SRUF request. If recruitment proceeds to the offer stage, a complete offer packet is required as for any other hire.

SALARY SUPPORT: The SRUF pool will provide \$50,000 per underrepresented faculty recruit for the first year of employment. In subsequent years, recurring salary funds of \$25,000 will be transferred to the school's base budget as long as the underrepresented faculty member remains at IUPUI. If a SRUF-supported faculty member leaves IUPUI or if the appointment drops to 50% or less, funds will be returned to the central SRUF pool.

REPORTING: In order to ascertain the effectiveness of the SRUF program, a one-page report summarizing the contributions of the faculty member to the intellectual life of the department should be submitted by August 31 of each year by the deans of all schools receiving SRUF funding. This report is to be sent to the Associate Vice Chancellor for Academic Affairs.

HISTORY OF THE PROGRAM: The SRUF program was started in Fall 2006 as part of the IUPUI Academic Plan. It ran very successfully for three years and resulted in 47 faculty hires. For budget reasons, the program was put on hold for a two year period. The SRUF program resumes on October 1, 2011 and will be available at least until September 30, 2012.

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