Provost’s Support for Hiring a Diverse Faculty

Success in creating a diverse and vibrant academic community is directly dependent upon the willingness, commitment and efforts of the faculty, staff and leadership of the university. Although it remains the primary responsibility of the colleges and schools to advance this effort, the university also plays a key role. This memo outlines the procedures and resources available to support the recruitment of faculty members of diverse backgrounds.

Office Responsibilities

The University’s efforts to support recruitments of faculty that advance the mission of the university in diversity and inclusion are the shared responsibilities of the Office of the Vice Provost for Academic Affairs and the Office of Faculty Development and Diversity (OFDD).

- The Vice Provost for Academic Affairs provides partial bridge funding in support of diversity hiring (see below).
- OFDD supports a variety of programming that advances strategic goals for recruiting and maintaining a diverse faculty.

Funding Guidelines

The guidelines are intended to articulate our shared commitment to the timely recruitment of top talent that advances the diversity goals of the university.

Step 1: Identifying tenured/tenure-track (TTT) hires that advance goals for diversity and inclusion.

When a top candidate is identified that advances the unit’s goals of diversifying its faculty, the hiring authority should notify the dean, relevant associate dean or designee as appropriate and customary for that school/college. Together, these individuals should write a justification to the Vice Provost for Academic Affairs that describes the strengths of the candidate and the way(s) that the hire will advance their goals towards a faculty that is more diverse, along with a mentoring plan for the candidate. Compelling justifications will vary, depending upon the composition of the relevant department and college. Candidates who can diversify the faculty include, but are not limited, to those who are historically or currently underrepresented within the department or school, and/or those whose research, scholarship, or classroom skills and focus will uniquely support diversity and inclusion within the department.

Step 2: Funding.

When justification is compelling, the Provost’s Office provides partial bridge funding for 75% of salary for 5 years for TTT hires that are described in Step 1. Provost’s support is available only for TTT hires.

Step 3: Tracking and Data Collection. To help the university track diversity recruitments, analyze trends and improve process, please notify the OFDD of the outcome of the recruitment.

Please direct questions to Yael Levitte, Associate Vice Provost (yael.levitte@cornell.edu) or Avery August, Vice Provost for Academic Affairs (vpaa@cornell.edu).