



WILLIAM & MARY

CHARTERED 1693

OFFICE OF THE PROVOST

Diversity and Faculty Hiring Initiative

William & Mary is strongly committed to excellence and opportunity. An essential feature of our success in meeting this commitment is the diversity of our student body and faculty. While our student body has become increasingly diverse in the past two decades, our faculty has not. Responsive to the university's strategic plan and the recommendations of the recent presidential Task Force on Race and Race Relations, the university is strengthening its commitment to expanding the racial diversity of our faculty. The FY17 budget, approved by the Board of Visitors, includes funds to help expand the diversity of our faculty, dedicating \$500,000 for this effort, and this amount will increase to \$1,000,000 in FY18. These funds are recurring base-line funds.

Diversity is a shared goal and requires shared participation across the campus. The purpose of these funds is to expand and complement our existing efforts (including the university's Affirmative Action plans), not replace them. The bulk of these funds will be used for two primary purposes: faculty recruitment and salary support, as these are two of the most effective inflection points in accomplishing these objectives.

- Successful recruitment involves outreach and widening the pool of candidates. Some grants will be available to deans to expand current faculty recruiting efforts. Deans seeking such funds should submit a proposal, with budget, to the provost.
- When a dean identifies a target of opportunity in the hiring process, that is a candidate whose background, experience and expertise would strengthen and diversify the composition of the faculty, the Provost's Office will provide funding for supporting this hire if there is no current position available. The typical formula for support would be: 100% in year 1; 75% in year 2; 50% in year 3; and then 25% permanently, with the school responsible for the balance of the salary. These funds might also be available to enhance funding in an existing position. In short, the Provost's Office will partner with schools to effect faculty hires that would not be possible under current budget constraints and the timing of faculty vacancies.

Requests to participate in these programs should be submitted by the dean to the provost. Decisions will be made on a case-by-case basis, with consideration given to competing demands and fund availability.

October 18, 2016