

UNMC
FACULTY DIVERSITY FUNDING GUIDELINES
July 2020

Introduction

The University of Nebraska places a high value on its work in the area of diversity, striving to create a learning community of faculty, students and staff members with differing cultural backgrounds. Creating this learning community includes recruiting and retaining excellent faculty and staff.

The UNMC Vision Statement emphasizes that UNMC “Embraces the richness of diversity to build unity” and the Strategic Plan for 2019-2020 has as one of its strategies to “increase retention, recruitment, engagement and mentorship of all faculty, students, and staff to enhance the diversity and inclusivity across all UNMC programs and sites.” Thus, diversity is a key element of the UNMC community and its values and we embrace the richness of diversity to promote unity within this community. The Faculty Diversity Fund represents a tangible commitment to achieving these goals and is targeted toward the recruitment and retention of diverse faculty in all academic units on the UNMC Campus. Measurable outcomes include increased faculty diversity across campus and successful professional development of these faculty.

Eligibility

Eligibility is limited to the recruitment of potential new faculty and/or retention of current faculty members in UNMC Colleges and Institutes. The criteria for eligibility include BOTH of the following:

- Applicant/Nominee contributes diverse cultural experiences, background or special talents that lead to a richer and more diverse campus environment that can be evaluated on an individual basis
- Applicant/Nominee must demonstrate a track record of commitment to the service of underserved communities and/or patients

The goal of these funds is to hire or retain diverse faculty at UNMC. **This funding is for faculty development and research and not for salary support, to compensate for revenue losses, or replace other funding. It is expected that the college or departmental funds that are released as a result of the receipt of a diversity award will be re-invested in the faculty member’s research or other scholarly activity as a means of advancing his/her professional development.** Examples include, but are not limited to, start-up funds, release time to permit professional development, or to match state or national educational debt reduction awards. For clinical faculty, funds may be invested in clinical projects (e.g., community outreach initiatives) but should not be used to replace base salary.

Process and Procedures

Diversity Funds may be awarded for up to \$50,000 per year for up to two years. Funding for a second year will be contingent on submission of an annual progress report and review by the committee. Retention funding for an additional two years may be possible. A progress report and strong justification should be included in the retention funding application. A final report at the end of the funding period will be required.

Applications for Diversity Funds will be reviewed twice per year and awarded in January and July. The deadline for applications is October 15 and April 15 of each year. Completed applications should be submitted to Dr. Gary C. Yee, Associate Vice-Chancellor for Academic Affairs. The Diversity Fund Committee will review all applications and make funding recommendations in conjunction with the Senior Vice-Chancellor for Academic Affairs based on how well the application meets the goals of the UNMC Strategic Plan and the values of the University of Nebraska in the area of diversity. Applications that do not contain the required sections of the application will be returned with a request for the required information. This may delay review of the application materials.