

## SUNY Cortland Diversity Faculty Fellows Program Overview Spring 2022

Introduction and Need: As part of its participation in the SUNY-wide PRODiG Initiative (Promoting Recruitment, Opportunity, Diversity, Inclusion and Growth), SUNY Cortland has established the SUNY Cortland Diversity Faculty Fellows Program in Spring 2020. The aim of this program is to attract diverse faculty of promise to our campus. Over the last decade, the diversity of SUNY Cortland's student body has increased substantially, with approximately 25% of our current students coming from diverse backgrounds. Over the same period, the diversity of our faculty has not increased substantially with less than 10% of the faculty coming from diverse backgrounds.

Hiring Plan: SUNY System's PRODiG program is providing salary support for candidates who are hired through a regular search process for full-time, tenure-track faculty positions and who are members of groups underrepresented in higher education -- women in STEM disciplines, Hispanic/Latinx, African Americans, Native Americans, and Pacific Islanders - and who are also U.S. citizens or permanent residents. Through our Diversity Faculty Fellows (DFF) Program, we aim to recruit early career scholars who seek to gain experience in a full-time faculty position in a supportive, inclusive environment. A pilot of this program was implemented in Spring 2020, through which we hired four Diversity Faculty Fellows for the 2020-2021 academic year. For the 2021-2022 year, the President's Cabinet authorized four departments to search for additional Diversity Faculty Fellows for the 2021-2022 academic year. All four of those searches were successful, and four additional DFF's joined us in Fall 2021, for a total of eight DFF's in our DFF program.

Fellowship Details: Fellows will have earned a master's degree or above in their discipline and will receive a tenure-track appointment in selected academic departments chosen to participate in the program. Fellows who have earned a master's degree will be appointed at the rank of instructor, and those who hold a doctoral degree will be appointed at the rank of assistant professor.

Fellows serve in their fellowship position for a period of two years. All Fellows receive a reduced teaching load of 12 credits per year (6 credits per semester) and are assigned a mentor to support their professional development. As part of their teaching load, Fellows will be given the opportunity to teach at least one course a year which addresses equity and inclusion as part of its content. In addition, Fellows are expected to help support the infusion of topics related to equity and inclusion in the departmental and/or college-wide curriculum. Fellows are also expected to support students outside of the classroom in at least one of the following ways: acting as academic advisors, serving as advisors to student organizations, and supervising teaching assistants, research assistants, or other internship experiences. Fellows participate in a campus-based professional development program designed specifically to further their growth and ensure their success in the areas of teaching, scholarship and service.

Fellows will go through the typical reappointment review process in the fall of their second year. They will be provided with support and mentoring to prepare for this review both at the department and college levels. Assuming the successful completion of this review process, all Fellows will have the opportunity to continue in their appointed positions, working towards tenure according to SUNY Cortland's regular schedule of reappointment review.

Hosting Department Expectations: Departments are selected to participate in the DFF Program through an application process that requires the department to demonstrate they have the ability to implement strategies to both recruit and retain diverse faculty. If approved for a DFF line, the department is expected to follow all guidelines for the DFF search process, including special search committee training. In addition, the department is expected to provide mentoring to their Fellow and support the Fellow's participation in all required professional development activities related to DFF Program. This includes making sure the Fellow is provided with time and support to grow professionally in the areas of teaching, scholarship and service.