



As an integral part of strategic positioning, the University of Minnesota is committed to strengthening the excellence of the faculty. Ongoing recruitment and retention of exceptional faculty who are effective teachers and researchers and who can contribute to the University's outreach and engagement agenda in varied settings and with diverse populations is integral to institutional quality. An important aspect of an exceptional faculty is diversity of views and experiences. In today's diverse world, effectiveness in teaching students from all backgrounds and working with diverse communities is enhanced by having a faculty reflecting the diversity of our society through the ongoing and effective recruitment and retention of faculty of color.

Further, the recruitment and retention of faculty of color provides role models for students and faculty, which should improve the University's success in recruiting and graduating students of color and retaining faculty. The effective recruitment and retention of faculty of color requires the University to be proactive, and to identify and target particular individuals who fill an academic need and strengthen the faculty.

Therefore, to enhance the University's ability to recruit and retain a diverse and world-class faculty the University is reaffirming its commitment to make bridge funding available to assist with the hiring of faculty of color.

To apply, submit a letter of inquiry form and cover letter via email to:

Associate Vice Provost Keisha Varma

Email: keisha@umn.edu

Include "Bridge Fund for Faculty of Color Hires: Request" in the subject line

As suggested by its name, bridge funding is a **nonrecurring auxiliary resource** designed to complement, **not replace**, money regularly available to a unit for hiring faculty and staff. Its primary purpose is to provide **limited-term supplemental financial support to academic departments** that have identified faculty of color they desire to recruit.

DEFINITIONS

For purposes of this program, **Faculty of Color** are defined as:

- Individuals who are U.S. citizens or permanent residents and who are members of ethnic minority groups (African American, Asian or Pacific Islander, American Indian, Alaskan Native, and Chicano/Latino) underrepresented in the faculty of the University of Minnesota. Numerous opportunities to recruit faculty from other backgrounds exist via other programs and channels.

FACULTY OF COLOR APPOINTMENTS

Faculty of Color Bridge Funds provide financial support to academic departments that have identified full-time faculty of color in tenure or tenure-track appointments to fill a specific academic niche, but do not immediately have adequate funding to extend an offer of employment. In such instances, departments may request bridge funding after the hire has been approved by the department chair and faculty, and by the collegiate dean and/or chancellor as appropriate for each campus.

Although the specific content and format of these requests is left to the discretion of individual units and colleges, **all requests must include a cover letter with the following information:**

1. Evidence that recruitment of the candidate is consistent with academic priorities and diversity goals of the college and unit involved.
2. Analysis of how the proposed salary aligns with that of other faculty in the unit of similar rank and experience.
3. Evidence that the Dean or Chancellor's Office is aware of and involved in the process.
4. Amount of funding request and description of how and when the funds will be used.
5. Plans for retaining, supporting, and mentoring the new faculty, particularly for junior rank faculty, from the point of hire until tenure and/or promotion are granted, and information about the role that senior faculty will play in the process.
6. Curriculum vitae of the candidate.
7. Financial plan for recurring support of the line at the end of the bridge funding period.

Because funding for this account is limited, requests will be carefully reviewed for their relevance not only to a unit's specific academic and budgetary situation, but also to applicable collegiate and University priorities. Success of previous bridge fund hiring efforts within each academic unit will be important in determining if the hire is likely to be effective in attaining diversity goals. The amount of bridge funds previously given to a department, college, or campus will also be considered.

The **maximum** faculty of color bridge funding **allowable** is:

- 50% of the first year's salary and fringe benefits
- 25% of the second year's salary and fringe benefits
- 25% of the third year's salary and fringe benefits

All incremental increases in the salary and fringe above the initial amount are the sole responsibility of the hiring unit. In some instances, the amount and duration of the funding will be less than the maximum. **The hiring unit will assume full funding responsibility no later than the beginning of the fourth year.** Funds from this account cannot be used to provide support on a recurring basis or to support other type of strategic faculty hires.

Please send direct inquiries or Bridge Funding requests to:

Associate Vice Provost Keisha Varma

Email: keisha@umn.edu

Include "Bridge Fund for Faculty of Color Hires: Request" in the subject line