Faculty Diversity Hiring Plan

Three Strategies: Bridge Funding, Post-Doctoral Fellowship, Dissertation Fellowship

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Diverse faculty is a necessary component in achieving excellence and a key element in being congruent with our core institutional values. Diversifying the faculty remains a challenge not only for our university, but for institutions across the country. As we continue in our work in building and sustaining an inclusive campus community, it has become clear that in order to be successful in achieving faculty diversity, we must be willing to consider a variety of approaches and methods. Achieving faculty diversity requires us to work across programs and departments, to work collaboratively and have a willingness to think creatively and resourcefully.

South Dakota State University recognizes that in order to achieve faculty diversity, strategic planning must go beyond developing race/ethnic specific initiatives so as to implement a systemic approach involving programs and initiatives that fosters a healthy climate in which faculty from underrepresented communities can thrive. The below are three strategies for increasing the diversity of our faculty.

1. Bridge Funding:

Bridge Fund for Diverse Faculty Hires: Primary purpose is to provide financial support to academic departments that have identified (either through a national search or a target of opportunity procedure) highly desirable candidates from underrepresented communities to fill full-time tenured or tenure track positions, but do not immediately have adequate funding available to extend an offer of employment.

Auxiliary resource designed to complement, not replace, money regularly available to a unit. The fund can be used to supplement the unit’s existing resources for a maximum of three years. Maximum allowed is 100% of salary and fringe the first year, 75% the second year and 50% the third year. The unit is responsible for any salary and fringe increases during the bridge fund period. The unit will assume full financial responsibility no later than the third year.

2. Diversity Postdoctoral Fellowship Program:
This program is designed to increase faculty diversity by attracting highly qualified emerging scholars, to tenure and tenure track positions. Recipients are paid $35,000.00 per year plus benefits. Departments are responsible for travel and research funds, office space, and technical support and faculty mentors.

3. **SDSU Dissertation Fellowship Program:**

The purpose of the Dissertation Fellowship Program is to enhance diversity in research, teaching, and service at SDSU through the recruitment of graduate students from underrepresented communities from across the country that are completing dissertation research.

Fellows will teach one course each semester in an area related to their academic preparation and a need of the department hosting the fellow. Fellows will be expected to devote significant time to the completion of the dissertation. Fellows will also work with a faculty mentor and will be involved with co-curricular activities. Fellows will also be encouraged to give talks on their dissertation topic/research.

Fellows will receive academic year faculty appointments and will be eligible for benefits including health insurance. Salary is $30,000. Fellows must be eligible for employment. Additionally, fellows will receive support for research, professional travel, and other related expenses. It is expected that fellows will not be employed outside of the University or receive additional fellowships or awards during the fellowship period unless approved by the University.

Excellence in teaching, research/creative activity and service is expected for all positions.

**Minimum Qualifications:** Fellows must be dissertation stage doctoral degree candidates studying in a field taught at SDSU.

**Preferred Qualifications:** Preference will be given to persons in disciplines in which faculty from underrepresented communities are traditionally underrepresented, with experience in diverse educational programs and environments.¹

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¹Adapted from Middle Tennessee State University’s Underrepresented Minority Dissertation Fellowship Program, spring 2011.