

GOAL and OBJECTIVES

The goal of the SU ADVANCE Recruiting Initiative is that candidate pools for posted faculty openings demonstrate faculty ownership for early-stage and ongoing strategies to identify and recruit women STEM faculty, particularly underrepresented minority women and those with disabilities.

Progress toward this goal is measured by achieving the following benchmarks (most applicable benchmarks in **bold**):

- Double the percentage of women in STEM faculty applicant pools.
- **An increase in the number of faculty who recommend women as potential candidates for posted positions.**
- **An increase in the number potential female applicants identified prior to a posted search.**

OUTREACH v. RECRUITMENT

“Outreach” generally includes one-on-one, *ongoing contact*, with colleagues, graduate chairs, alumni, and even great presenters at conferences to identify and begin building relationships with potential future faculty. As such, it is not time-limited; it can happen *anytime* and should happen *all the time*. While “recruitment” can include all of these kinds of networking activities (making and maintaining contacts), it is typically tied to the need to encourage people to apply for a current, open position. As such recruitment is time-limited as it is tied to the specific deadline of reviewing candidates for a position.

FINANCIAL SUPPORT FOR OUTREACH

SU ADVANCE in conjunction with the Office of the Vice President for Research provides support for outreach activity in three specific ways: 1) through encouraging on-campus visits by promising researchers, 2) by supporting networking with established women faculty and researchers, and 3) by providing support for conference travel when specific outreach strategies are used.

Promising Researcher Visits: Five, \$2,000 awards are available per year for reimbursement of expenses related to hosting a promising researcher on the Syracuse campus.

Who is eligible: “Promising researchers” are postdocs or, where applicable, advanced PhD students. These funds can also be used to support travel by a potential Chancellor Faculty Fellow nominee. Preference in the use of these funds is for visits by underrepresented minority women or women with disabilities (two visits per year designated for this purpose).

Activities required:

- ✓ An opportunity for the visitor to present a seminar or guest lecture
- ✓ An opportunity to engage in potential research interactions or other similar activities with current faculty.
- ✓ Discussions with senior faculty mentors on topics related to preparing for an academic position (for example, how to successfully negotiate start up packages, lab space and equipment, and teaching load; selecting diverse

graduate students; research plan mentoring; managing a lab; proposal development & prioritization; and publications)

- ✓ A meeting with a member of the SU ADVANCE team.
- ✓ Agreement to provide feedback after the visit for SU ADVANCE evaluation purposes.

Form of support: Funds will be paid on a reimbursement basis. Note: departments may only be reimbursed for the traveler's (e.g. promising researcher's) part of any group meal that does not include a member of the SU-ADVANCE team. Any expenses exceeding \$2,000 will be paid by the requesting department.

Required documentation: ✓ List of all expenses, with supporting documentation (receipts) and evidence of the department's payment (General Ledger entries)
✓ A full schedule of the visit, demonstrating adherence to the program goals.

To apply: Send inquiry with name of visitor, her CV, and proposed travel dates to mgarland@syr.edu.

Department Opportunity Grants: When used for outreach purposes¹, Department Opportunity Grants provide reimbursement of travel expenses related to campus visits aimed at building relationships with established women STEM faculty at other Universities who are in the position to identify future "promising researchers."

Who is eligible: Senior/established women faculty at other Universities or National Labs.

Activities required: ✓ An opportunity for the visitor to present a seminar or guest lecture
✓ An opportunity to engage in potential research interactions or other similar activities.
✓ Consultation with senior faculty on how best to expand outreach.
✓ Both 'host' (or 'hosts') and visitor must agree to provide feedback after the visit for SU ADVANCE evaluation purposes.

Form of support: Funds will be paid on a reimbursement basis. Note: departments may only be reimbursed for the traveler's part of any group meal that does not include a member of the SU ADVANCE team. Department Opportunity Grants (for all purposes, outreach or otherwise) number 3 to 5 awards per year which will be funded from an annual total of \$15,000.

Required documentation: ✓ List of all expenses, with supporting documentation (receipts) and evidence of the department's payment (General Ledger entries)
✓ A full schedule of the visit, demonstrating adherence to the program goals

¹ Department Opportunity Grants can be used for other purposes as well. For more information, contact SU ADVANCE at mgarland@syr.edu.

To apply: See "Department Opportunity Grants" call for proposals (available at suadvance.syr.edu).

Outreach-related Travel Support: To encourage outreach related activity during conference attendance, SU ADVANCE has set aside funds to offset some out-of-pocket expenses incurred.

Who is eligible: Current tenured or tenure track faculty. Preference given to those whose department anticipates being engaged in active recruitment within the next two years.

Activities required:

- ✓ Identified conference participants who might be targeted for recruitment, or
- ✓ Pre-conference attendance, caucus meeting attendance, etc.
- ✓ Plan for maintaining contact with those targeted for outreach (individually and within the department).

Form of support: Funds will be paid on a reimbursement basis. \$500 is available per faculty member per year for this purpose. Funds may be split across multiple conferences, but cannot exceed \$500.

Required documentation:

- ✓ List of all expenses, with supporting documentation (receipts) and one-page summary of expenses to be reimbursed.
- ✓ Statement of activities engaged in during travel that supported outreach.

To apply: Send inquiry at least 3 weeks before intended travel dates to mgarland@syr.edu.

Note: additional funding (>\$500) may be available to faculty who plan to travel to targeted conferences specifically designated to showcase up-and-coming women STEM scholars (e.g. postdoc conferences).