

Academic Affairs

Office of the Provost and Academic Affairs

Revision of Underrepresented Minority Recruitment Program (UMRP) from Tue, 01/12/2016 - 12:29

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The Underrepresented Minority Recruitment Program (UMRP) encourages departments to hire underrepresented minority faculty in tenure-related faculty appointments by providing supplemental funds to the department through its school or college following the successful tenure-related appointment of a new colleague from an underrepresented group. Funds, in the amount of up to \$90,000 total will be provided to the school or college in support of the hiring department or program and its faculty. The allocations are spread over three years with a maximum of \$30,000 in a given year. These funds, along with other resources marshaled by the department, are to be used for implementing effective and creative start-up and development plans for the recruitment and retention of its faculty and the development of its programs.

The program is designed to make it easier for departments to compete with other institutions in successfully hiring diverse faculty members who are the top candidates in a search. The program is not used to make hiring decisions, but rather is designed to increase recruiting flexibility for departments that have already decided to make job offers to top candidates of color. UMRP funds are designed to provide support for new faculty members in a manner that is congruent with common start-up negotiation norms in the department. They are designed to reimburse departmental costs associated with providing an appropriate level of support to a new faculty member. The basis for determining the appropriate level of support may include

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department is encouraged to use its overall resources, including these funds, to fashion a faculty and program development effort that ensures equitable and forward-looking treatment of its constituent faculty.

It is appropriate and common to use these supplemental funds to:

- Provide direct support to the new faculty member as part of a negotiated start-up package (e.g., research and travel funds, summer pay, course buy outs, equipment);
- Provide support to programmatic developments within the department, commonly, but not necessarily exclusively, in the area of the newly recruited colleague (e.g., GTF support, conference support);
- Provide appropriate and balanced support to other new colleagues or programmatic needs in the department (e.g., support to other new colleagues at the same rank, support to the department's efforts to advance its diversity goals more generally).

CRITERIA FOR ELIGIBILITY

A department or unit is eligible to apply for these funds:

- After it has completed a search for a tenure-related appointment in which the preferred hire is a candidate from an underrepresented group.
- At the time the department has entered the stage of negotiating the details of the appointment, including such matters as start-up funds, faculty development investments, associated program investments, and consideration of matters of equity within the academic unit.
- At the time the department is prepared to make an offer to its preferred candidate and has so communicated this intent to its academic dean and received his or her preliminary approval to begin negotiation for appointment with the candidate, the department may begin the process of application for the UMRP.

APPLICATION PROCESS

When a candidate is identified who may make the department eligible for this program, the

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protected class and whether or not it will address underrepresentation within the department.]

2. If the candidate meets all AAEO criteria and addresses underrepresentation goals within the department, the department/unit head should then notify and discuss proposed plans for the use of the UMRP Funds with their academic dean.
3. Develop the UMRP application materials including
 - a written plan for the use of the UMRP funds
 - a detailed budget
 - a memo of approval from the dean (if applicable) and,
 - a copy of the individual's vita. Plans should be focused on the recruitment, retention, and development of the newly hired colleague with appropriate consideration for larger faculty and departmental needs.
4. Send a complete application packet electronically to Academic Affairs at academicaffairs@uoregon.edu (<mailto:academicaffairs@uoregon.edu>). Questions can be addressed to Pam Palanuk (palanuk@uoregon.edu (<mailto:palanuk@uoregon.edu>)).

Upon receipt of the complete application packet, the Senior Vice Provost will consult with the Vice President for Equity and Inclusion to determine eligibility and the merits of the plan to use UMRP funds. Following consultation, the Office of Academic Affairs will produce and send a letter stating whether the UMRP Application was approved or denied.

NOTE: The determination that a candidate falls within an underrepresented group requires that two specific criteria be met:

* Self identification as a member of one of the following federally defined underrepresented protected classes: American Indian or Alaskan Native, Asian, Black or African American, Native Hawaiian or Other Pacific Islander, Hispanic or Latino. While a department may not presume of a candidate his or her possible membership in one of the federally defined classes, a newly hired faculty member who has not otherwise done so may self-declare his/her status at any time and, as a result, the department may prepare and submit a plan up to one year after initial appointment.

* Determination of underrepresentation status through examination of available data for tenure-related faculty within relevant units. This determination will be completed by the Office of

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This content is set up for the UMRP allocation. Up to \$30,000 will be transferred to that index each year, for three years. The home department administers the use of these funds.

The approval letter and payroll for the new faculty member will trigger the transfer of the funds to the appropriate index. Should the hire prove unsuccessful, the UMRP arrangement is no longer valid and no funds will be transferred.

Departments must retain records on the use of funds it receives for the UMRP supplement, whether for permanent or visiting faculty. Departments must also submit to the Office of Academic Affairs a final report by the end of the third year on their use and effectiveness in meeting the goals of the written plan.

VISITING FACULTY

Funds are also available in any given year to support the appointment of visiting faculty using the same criteria used for tenure-related faculty. The appointment period must be for at least one term and the amount of support will be a one-time allocation of up to \$10,000 provided to the department or school or college.

QUICK LINKS

Current UA CBA (/sites

/academicaffairs2.uoregon.edu

/files

/2015-2018_cba_final_linked_0.pdf)

UO Policy Library

(http://policies.uoregon.edu/)



RESOURCES

Tenure-Track Faculty (/ttf)

Non-Tenure-Track Faculty

(/nttf)

New Hires (/new-hires)

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Academic Leadership

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information, related policies, and complaint procedures are listed on the statement of non-discrimination

/academic-leadership-
(http://studentlife.uoregon.edu/nondiscrimination).
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