Rationale

Boston University is committed to the highest levels of intellectual and creative achievement and to developing an extraordinary, world-class faculty, which requires and that actively reflects a significantly increased breadth of cultural, racial, and ethnic diversity.

In service of this goal, we seek to normalize the inclusion within our schools/colleges and departments of people who are underrepresented in the academy, including scholars from underrepresented racial/ethnic groups; enliven our curricula and intellectual/creative endeavors through consistent and substantive engagement with such emerging and leading faculty; and extend and strengthen our national and international networks, thereby deepening our search pools and positively impacting our search outcomes.

Program Definitions

The University Scholars Programs comprise three independent but mutually reinforcing programs, each of which is purposefully designed to afford maximum flexibility. They are:

- **The Emerging Scholars Program**, which supports individuals or groups of emerging scholars from historically underrepresented racial/ethnic groups, through various means – single-day symposia, multiple-day mini conferences, multiple-day visits, etc. This program is meant to host scholars who are not yet formally on the job market, are in postdoctoral fellowships, or, in rare cases, are in assistant professorships. This program is ideally designed for use by departments that, prior to creating a position, are interested in hearing what new forms of inquiry have emerged in the field in hopes of informing their future steps; departments that might engage a target of opportunity mechanism for an existing line; departments that are eager to deepen their networks among and connections to scholars from underrepresented groups, particularly in advance of a retirement and/or search request; or some combination of the above.

- **The Visiting (Senior) Scholars Program**, which supports eminent scholars who reflect the University’s strategic goals of developing a diverse, world-class community of scholars and makers for visits of varying lengths (i.e.: multiple-day visits up to a semester-long residency). The Visiting Senior Scholars program will ideally be used
when questions of curricular development are at stake and/or when the scholar in question brings incredible prestige to the University and may be of interest as a potential targeted hire for the hosting department. This program is designed to support visits by individuals, not groups of individuals as with the Emerging Scholars Program.

- **The Great Topics Program (Topical Symposia Program),** which supports important conversations among leading thinkers/makers about issues explicitly related to race and/or diversity. For example, a Topical Symposium on “Race in Advertising” might address the perennial issue of the lack of diversity in advertising and the ramifications of that historical trend, and it might feature leaders in the field from a broad range of backgrounds. In this regard, **Topical Symposia are meant to spark important conversations of national import that bring prominence to BU and that might inform not only the thinking on these issues, but future actions and outcomes.**

In the aggregate, these programs are meant to be considered as strategic complements to the broad range of programs that share as their ultimate goal deepening our search pools, diversifying our faculty, and building a national reputation for BU as a university that is actively and aggressively engaged in achieving more diversity within its faculty, curricula, and institutional structures.

While the University Scholars Programs are an important strategic tool, they are not strictly instrumental or tactical and should therefore be designed to be part of a holistic ecology of activity that supports the University’s broader goals regarding diversity, equity, and inclusion.

### Eligibility

The University Scholars program is a holistic means to inform our curricula, deepen our networks, and enhance diversity amongst our faculty, including increased inclusion of faculty from groups historically underrepresented in the academy. As such, resources for these programs will be primarily focused on departments/programs where unmodified professorial faculty are the norm. In exceptional circumstances, proposals from departments/programs where lecturer and modified positions are the norm may be considered.

Further, in order to accommodate as many requests as possible, we will preference proposals focused on domestically-based scholars.

### Program Structure

Generally, the Office of the Provost will partner with the hosting dean to co-sponsor these programs. The scale of the program, and its ultimate goals will determine how many financial resources the Office of the Provost can or will provide. Broadly, deans can expect the Office of the Provost to ask for full partnership, which may mean splitting costs in half.
With that in mind, interested departments should first engage their dean in a conversation about their goals, imagined outcomes, forecasted budget, etc. Once the dean authorizes the department to proceed, the hosting department chair should contact the Associate Provost for Diversity & Inclusion and begin the process of formal exploration. In the case of hosting a senior scholar for a semester or a year, the Office of the Provost will expect the dean to consider using existing salary dollars, whenever possible. In very rare cases where the hosting college/school does not have sufficient dollars to cost-share, the Office of the Provost will consider funding in total the visits of senior scholars, but only in relation to potential targeted hires. Note that such a visit does not provide a guarantee that the visiting scholar will be hired, but we recognize that a period of residency may be instrumental in developing mutual interest on the part of the scholar and the hosting unit.

**Funding**

The Office of the Provost will support the following elements of the University Scholars Program at 50% cost-share with schools/colleges, up to $200K per year.

**Process**

**Emerging Scholars Program**

**TIMELINE**

*For programs to take place during Academic Year 2020-2021*

- Departmental proposals to deans due: Tuesday, January 21, 2020
- Deans recommendations to Office of the Provost due: Tuesday, February 4, 2020
- Notification from Office of the Provost: Tuesday, February 18th, 2020

**PROCESS**

**Departments**

Departments and programs should:

- Hold a departmental discussion regarding the goals for hosting an Emerging Scholars Program;
- Identify a small, department/program-based committee of faculty to oversee the visit, including identifying a chair;
- Write a 1-2 paragraph proposal articulating the above in addition to:
  - what strategic goals the department hopes to accomplish;
  - what type of program the department proposes (collective visits, multiple scholar visits, 1-day symposia, multi-day symposia, short multi-day residencies, etc.);
▪ in what semester the department proposes to host an Emerging Scholars Program—or, in the case of hosting over the course of an academic year, in what months those visits would take place;
▪ proposed detailed budget (including number of scholars, travel, accommodation, meals, and other visit costs, etc.); and
▪ who will provide administrative support for the endeavor.

Once there is broad agreement, the department or program chair should submit 1-2 paragraphs articulating the above and submit to the dean.

Deans

In assessing proposals, the dean should consider:
  o whether the proposal is aligned to the school/college’s strategic priorities;
  o any competing and/or complementary proposals; and
  o if the department has made a compelling argument that will bolster their curricular planning, networking capacity, and/or positively impact search outcomes.

After a holistic evaluation, the dean should make final recommendations and submit them to the Associate Provost for Diversity & Inclusion with a short statement of support. That statement should be coupled, in the case of multiple proposals, with a ranked order of highest to lowest priority for the school/college.

Visiting Scholars Program and Great Topics Program

TIMELINE

We will accept applications throughout the year.

PROCESS

Departments and deans should follow the above process (with appropriate amendments based on the type of program being proposed). Generally, the Office of the Provost would like a thoughtful, holistic recommendation submitted to us by the dean of the school/college. Because these programs have rolling deadlines, we would also ask that deans provide us with a sense as to the strategic importance of the proposal and an overview of how the proposal fits into the dean’s priorities for the school/college.