




MEMORANDUM

To: Academic Deans
Deans of Faculty

From: Elizabeth A. Graddy 
Executive Vice Provost

Date: November 21, 2018

Subject: Implementing the Provost's Initiative on Fostering Our Diverse Community

In his November 1, 2018 memo, Provost Quick outlined important new steps in USC's ongoing efforts to foster diversity in our academic community. The first of these new initiatives is an ambitious joint program in which the Provost's Office, working with the schools, will allocate a total of \$50 million in new funds to match, dollar-for-dollar, funding that schools employ towards the promotion of diversity, equity, and inclusion. This program aims to proactively contend with the challenges facing us at the different stages of faculty recruitment—hiring and retaining faculty, both tenure-track and RTPC, as well as supporting postdoctoral fellows, our future faculty members.

We are pleased to formally take this next step in our diversity and inclusion efforts. Funding is now available to schools, and I encourage you to send me proposals for faculty hiring and retention support under this initiative, as described below. This initiative also expands support for the Provost's Postdoctoral Scholars Program for Faculty Diversity, which will be addressed in a separate memo.

As Provost Quick's memo indicates, funding will be provided in support of the hiring and retention of world-class tenure-track faculty and extraordinary RTPC faculty, as well as for the development of our pipeline programs devoted to postdoctoral scholars in their transition to becoming USC faculty. In each proposal, the school must describe how the individual would contribute to/promote diversity in their field. For faculty hiring and retention, the school must make the case for designating the individuals as extraordinary faculty.

When requesting matching funds from the Provost's Office, schools may propose to request funds towards base salary and/or start-up costs, as you deem appropriate. The school should lay out the duration of the requested support, which may be up to five years, but which has Provost funding decreasing over time as school funding increases.

The proposal to me should include a memo that makes the case for Provost support under this initiative and a spreadsheet detailing the allocation of proposed funding over time. Successful proposals will be matched dollar-for-dollar by the Provost's Office. In selecting proposals, we will grant priority to those schools who have demonstrated progress in improving diversity and inclusion in the composition of their faculty.

As we work together to meet our commitment to diversity, equity, and inclusion across our university, it is critical that we devote our resources as effectively as possible to make a meaningful impact—to move

beyond rhetoric and to effect actual change. I encourage you to envision creative ways to put these new funds to use, and I look forward to your proposals.

cc: Michael W. Quick
Provost's Cabinet
Academic Senate President