BACKGROUND
Twelve CIC universities are participating in the CIC Alliance for Graduate Education and the Professoriate (AGEP): UIUC, IU, Iowa, UM, MSU, UMN, UNL, NU, OSU, PSU, PU, and UW-Mad. The goal is to double the number of underrepresented minority (URM) faculty members hired each year in the CIC-12. Over the last three years (2010, 2011, 2012), our CIC-12 universities have hired an average of 24 URM faculty per year (who are U.S. citizens). Our numeric goal is to reach approximately 50 hired URM faculty per year.

The approach proposed is to work with postdocs and hiring committees as specified by our objectives:
1) to prepare our CIC postdocs for faculty positions within the CIC-12 by creating mentoring networks for URM postdocs across disciplines in CIC institutions. The CIC and campus AGEP leaders will collaborate to identify discipline-specific mentors on other CIC campuses to partner with each postdoc in the program and his/her advisor.
2) to educate CIC hiring committees, with the goal of lessening subtle bias that disadvantages URM postdocs and to create a hiring culture that embraces diversity.

LOGIC MODEL
The logic model below shows visually how the goal, objectives, and activities fit together. The first objective has four measurable outcomes (1, 2, 5, and 6). The second objective has three measurable outcomes (3, 4, and 7).

Logic Model

Goal: Increase the number of Underrepresented Minority (URM) faculty members hired within the CIC-12.

Activities
1. Implement small group mentoring program for URM postdocs across STEM disciplines in CIC-12
2. Implement campus-based conference program for mentors and protégé
3. Implement training program for faculty and hiring committees

Objectives
1. Create a pool of URM post-docs prepared and trained to enter the academy as tenure track faculty
2. Educate faculty and faculty search committees about unconscious bias and diversity hiring

Measurable Outcomes
1. Number of URM postdocs recruited into Professorial Advancement Initiative (PAI)
2. Number of PAI applications submitted to CIC-12
3. Number of URM postdocs interviewed within CIC-12
4. Number of offers extended to URM in CIC-12
5. Number of offers accepted
6. Number of faculty mentors recruited to PAI
7. Number of faculty members participating in PAI hiring committee training program
REPORTING MEASURABLE OUTCOMES
The measurable outcomes are intended to keep us on track and will be reported to NSF annually in accordance with the schedule below.

Reporting periods are:
- Academic Year Fall 2013 – Summer 2014 (AY13-14)
- Academic Year Fall 2014 – Summer 2015 (AY 14-15)
- Academic Year Fall 2015—Summer 2016 (AY 15-16)
- Calendar Year January 2016-December 2016 (CY 16)

Informally, we will also look at the calendar year performance during 2014 and 2015 (i.e. January 2014-Dec 2014 and January 2015-December 2015) to see how our hiring numbers change from one calendar year to the next.

PROGRESS METRICS AND INTERMEDIATE NUMERICAL GOALS
(Numerical goals are printed in red.)

1. Number of postdocs participating in PAI
2. Number of faculty mentors participating in PAI
3. Number of PAI protégé applications submitted to CIC-12
   AY13-14: 35+   AY14-15: 60+   AY15-16: 80+   CY16: 80+
4. Number of URM postdocs interviewed in CIC-12
   AY13-14: 15+   AY14-15: 60+   AY15-16: 70+   CY16: 70+
5. Number of offers extended to PAI postdocs
   AY13-14: 10+   AY14-15: 40+   AY15-16: 60+   CY16: 60+
6. Number of URM faculty hires at CIC institutions (primary goal)

FUNDING MODEL
The CIC AGEP is unusual in that 12 universities are involved with large numbers of participating postdocs and faculty members. In order to maximize the effectiveness of resources, participating faculty members (i.e. training team, faculty mentors, and two research team members) will be paid as consultants from the central CIC AGEP fund managed by CIC at UIUC. The mandatory research component led by Professor Aman Yadav will be managed through Purdue University. In this way, we will be able to provide monetary compensation dynamically to a large number of participants at all CIC-12 universities.