

**CIC AGEP “Professorial Advancement Initiative”  
Goals, Objectives, and Outcomes Overview**

**BACKGROUND**

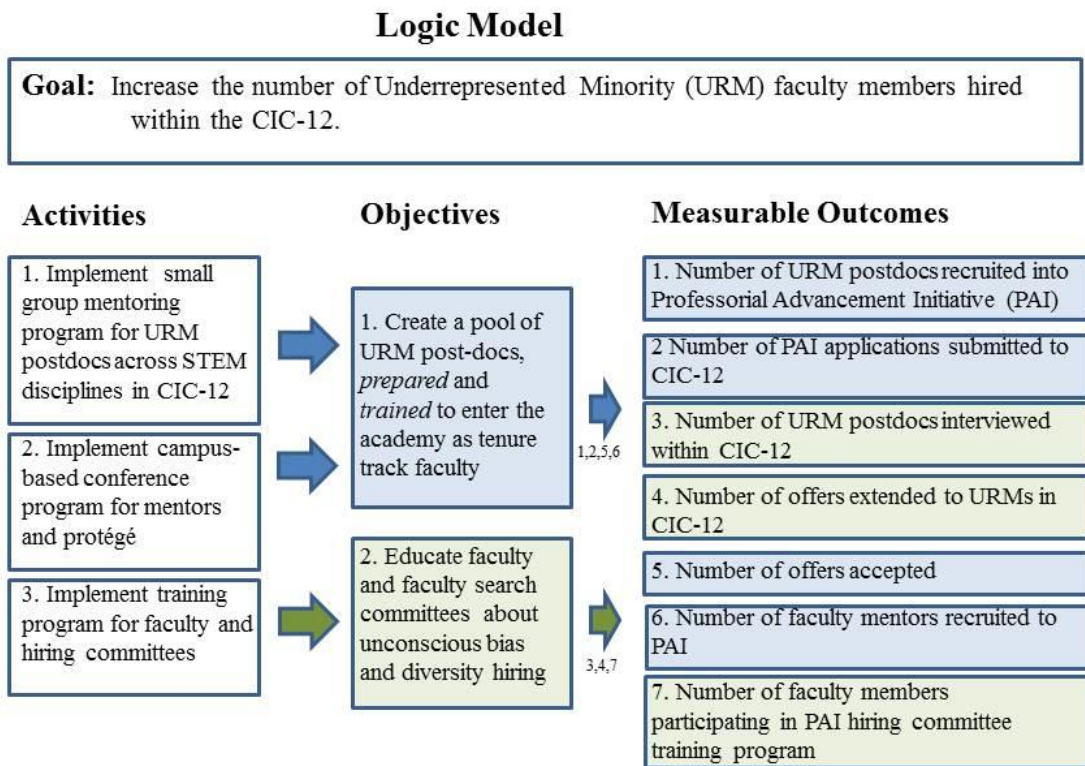
Twelve CIC universities are participating in the CIC Alliance for Graduate Education and the Professoriate (AGEP): UIUC, IU, Iowa, UM, MSU, UMN, UNL, NU, OSU, PSU, PU, and UW-Mad. The goal is to double the number of underrepresented minority (URM) faculty members hired each year in the CIC-12. Over the 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).



## 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  
AY13-14: 55 AY14-15: 70 AY15-16: 85 CY16: 85
2. Number of faculty mentors participating in PAI  
AY13-14: 165 AY14-15: 210 AY15-16: 255 CY16: 255
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)**  
**AY13-14: 24 AY14-15: 33 AY15-16: 48 CY16: 50**

## 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.