

Visiting Future Faculty Program (VITAL) Program Description

At a Glance

The Visiting Future Faculty Program (VITAL) brings outstanding doctoral scholars to the University at Buffalo to introduce our faculty and students to their groundbreaking scholarship. A primary goal of VITAL is to contribute to the growth of faculty from traditionally underrepresented and marginalized populations in the United States. This weeklong program will expose the selected scholars to the robust research and teaching opportunities available at UB, thus cultivating collaborations with UB faculty and students and strengthening opportunities for the diversification of UB faculty search pools across all disciplines. The program will provide Visiting Future Faculty with the opportunity to engage intensively with UB faculty and students, meet other scholars in the program, and experience the region's many offerings.

- The Visiting Future Faculty Program is a three-year pilot project (2022-24) funded by the UB Office of the Provost and coordinated by the Office of Inclusive Excellence.
- All UB departments are encouraged to apply to the program to host a VITAL scholar.
- The Fall 2024 VITAL Week will take place from Sunday, October 13, 2024 – Friday, October 18, 2024.
- Eligible students are ABD candidates in doctoral programs in any field who intend to pursue academic careers and who are available to visit UB during that week.
- Click [here](#) for UB's Visiting Future Faculty Program webpage.

Program Goals

The Office of the Provost and the Office of Inclusive Excellence are committed to diversifying our UB community and the challenges faced by our decanal units in recruiting promising faculty candidates in an increasingly competitive job market environment. The ability to create a robust networks for recruitment is a nationally recognized best practice and is essential to diversifying UB's faculty. The Visiting Future Faculty Program seeks to foster and build sustainable relationships with potential candidates *before* they reach the job market to maximize the potential for diverse hires by our decanal units in the coming years.

In addition to facilitating a pipeline for the diversification of UB faculty, the Visiting Future Faculty Program will provide opportunities for UB graduate students to engage with diverse emerging scholars, thus expanding their academic networks to facilitate future collaborations. Building these networks is especially important for UB students from historically underrepresented and marginalized backgrounds, who may not experience substantial diversity among their cohorts.

For the Visiting Future Faculty, the benefit of the conversations and experiences at UB, including substantial feedback on their scholarship and the creation of a new cohort, will provide encouragement and support as scholars entering the homestretch of their doctoral degrees. This is often a time when graduate students feel discouraged by the long road of studies, so the VITAL program will offer a chance to recharge, feel valued, and be inspired. As a bonus, VITAL alumni will be ambassadors for UB for years to come.

The program will also help the visiting scholars to build a network of mentors and collaborators to support them as they continue to pursue their career goals. By bringing together Visiting Future Faculty participants on a designated week in the fall semester, they will also meet scholars in other disciplines from across the nation and thus further strengthen their peer networks to support their future academic aspirations.

The Visits

Scholars will visit UB for four days in the fall semester to engage with UB faculty and students in the host departments selected to participate in the program. During their visit, scholars will participate in events organized by the host department where they will share their scholarly work. In addition, the host departments will facilitate the visitor's participation in school programming and arrange meeting times with faculty, staff, and students.

- All visits will take place the week of October 13-18, 2024, with scholars expected to arrive on Sunday, October 15 and to depart on Friday, October 20 (thus allowing four full program days at UB).
- The simultaneous occurrence of these visits across UB enables the Office of Inclusive Excellence to coordinate social events for the cohort during the week.
- Each department selected to participate in the program must commit to comprehensively hosting the Visiting Future Faculty while they are in Buffalo.

Funding

The Visiting Future Faculty program envisions a robust experience for the visiting scholar and the hosting department. Each department that hosts a Visiting Future Faculty will receive a \$2,500 grant (per scholar) from the Office of Inclusive Excellence to allow for a full week's visit and activities with the invited scholar, with any additional costs assumed by the departments. The grant amount includes the \$1,000 honorarium awarded to each visiting scholar (*please note: if the scholar is not a U.S. citizen or permanent resident, payment of the honorarium is contingent on their visa status and other requirements and is subject to tax withholding, while they can receive reimbursement for travel/expenses, they might not be able to receive the \$1000 honorarium*). For more details, please see the **Projected Budget** document.

- The Office of Inclusive Excellence will offer up to **thirty-five** Visiting Future Faculty grants for the Fall 2024 program.
- Decanal units are encouraged to submit more than one application per year.

UB Department Chairs nominate Visiting Future Faculty in a formal proposal in consultation by their Unit Diversity Officer (UDO). The Office of Inclusive Excellence finalizes program participants based on departmental nominations.

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