

**Faculty Diversity Composition Initiative (FDCI)**

**Description**

The Faculty Diversity Composition Initiative consists of Forgivable Loans and Loan Reimbursement Programs made available to eligible persons in exchange for their written commitment to work at Missouri State University for a stipulated period following their successful completion of their terminal degree.

Eligible persons shall meet selection criteria established by an Oversight Committee and approved by the President of the University. Eligibility criteria shall include:

* Demonstrated commitment to diversity initiatives;
* High scholastic achievement;
* A desire to become part of the MSU faculty.
* Satisfactory completion of an undergraduate and preferably a master’s degree;
* Recommendation from a University department.

**Forgivable Loan Program (FLP)**

In exchange for a candidate’s written commitment to work at Missouri State University (MSU), the University advances a loan to an individual up to $15,000 per year for a maximum of 5 years in order to cover the cost of expenses obtaining a terminal degree. After successful completion of the terminal degree, the candidate returns to work at MSU. The loan would be forgiven in annual stages as the employee completes the agreed term of work (e.g. $15,000 is forgiven at the one-year anniversary of employment, another $15,000 is forgiven at the two-year anniversary, etc.).

**Loan Reimbursement Program (LRP)**

In exchange for a candidate’s written commitment to work at Missouri State University, the University promises to provide employment to the successful candidate and supplemental pay up to $15,000 per year for a maximum of 5 years to cover the cost of expenses obtaining a terminal degree. After successful completion of the terminal degree, the candidate returns to work at MSU. The supplemental pay would be made annually upon completion of each year of employment. If the student does not work for the period of time agreed upon, the University will only pay that portion of the debt for the number of years worked.

**Guidelines and Selection of Candidate**

* An academic department will identify and nominate a candidate whom they believe will be a catalyst for improving diversity and inclusion at MSU.
* The candidate must submit at least one letter of recommendation from a MSU faculty member as well as other application materials (official transcript, resume, etc.)
* The candidate must submit an essay (2 pages minimum) that includes:
  + The candidate’s connection and commitment to MSU and stated intention to serve on the faculty;
  + A description of their interest in participating in the FDCI;
  + Short-term and long-term professional career goals;
  + Academic (Doctorate or other graduate or professional degree) goals or plan of study; and
  + Personal qualities, research and/or technical skill that may enhance their faculty experience.
* An oversight committee selected by the President, consisting of representations from the following groups, will review candidate application materials and make recommendations to the President:
  + Provost’s Office
  + Division for Diversity and Inclusion
  + MSU Foundation
  + Dean representative
  + Office of General Counsel**,** ex officio
* The final selection of the candidate, the amount of University’s fund committed, and the selection of either the Forgivable Loan Program or Loan Reimbursement Program shall be made by the President.

**Academic Progress and Timeline for Completion**

After being selected to the program, the recipient doctoral student (“student”) must submit to the Department/Oversight Committee a transcript of the previous semester’s work, or following the completion of all required course work, documentation of progress made toward completion of the dissertation. The Department/Oversight Committee will periodically review the academic progress of the doctoral student and will report to the President and Provost in writing that adequate advancement toward a doctoral degree is being made.

Should the President and Provost, after consultation with the Department and Oversight Committee, determine that a student is not making satisfactory progress, the student will be notified and no additional funds will be granted in the case of a forgivable loan and no future payment in the case of a loan reimbursement will be made. If at any time a student’s GPA falls below 3.0 or the student receives a grade of “C” or below on their transcript on the doctoral coursework, the University’s obligation terminates.

Students are expected to successfully complete the program within 5 years.

**Repayment/Non-Completion**

Each student must sign a written contract that delineates the terms and conditions outlined in the FLP or the LRP contract in the event of failure to complete the program (i.e., the student must repay the forgivable loan--or a pro rata portion thereof-- in the case of the FLP, or not be reimbursed for educational expenses--or a pro rata portion thereof--in the LRP.)