

VISIBLE AFFILIATED FACULTY PROGRAM

CALL FOR NOMINATIONS

Nominations are now being accepted for the VISIBLE Affiliated Faculty Program. You may nominate yourself or another person.

The [Villanova Initiative to Support Inclusiveness and Build Leaders \(VISIBLE\)](#) seeks to illuminate the responsibility of academic leaders to create a welcoming and equitable community, in service of Villanova's mission and core values. VISIBLE aims to effect process and policy change, provide professional development and support, and foster research. The project takes an interest in all aspects of equity among faculty across all Colleges and disciplines at Villanova; with this system-level approach, the project seeks to impact the success of all faculty, including women in STEM.

VISIBLE seeks a broad range of voices to contribute to our understanding of the faculty experience at Villanova. VISIBLE Affiliated Faculty will have an especially important role in providing feedback on VISIBLE initiatives, program and policy development, and impacts on faculty. We encourage faculty from historically marginalized groups in STEM, those with intersectional identities, and/or those with demonstrable experience working for diversity, equity, and inclusion to self-nominate. VISIBLE Affiliated Faculty need not be scholars in a STEM discipline. All Villanova faculty regardless of rank, including part-time faculty, are eligible for the program.

VISIBLE Affiliated Faculty will serve for a one-year, renewable period beginning January 11, 2021. **Each faculty member will receive \$1,500 compensation per year for their service in the program.** VISIBLE Affiliated faculty will be asked to participate in dialog with the VISIBLE team through both meetings and document review/feedback. We anticipate 15-20 hours of engagement annually. The faculty member can elect to receive compensation via payroll (as taxable income), or in the form of discretionary funds deposited to an internal account (e.g. individual research or departmental account), to spend on their own Villanova-related activities such as research expenses, conference travel, etc.

Please submit nominations to Elizabeth Svenson, VISIBLE Program Director (elizabeth.svenson@villanova.edu) as a Word or PDF document by November 13, 2020. Nominations should include the nominee's name, email, and a 200-word (max) statement describing why the nominee would be an effective contributor to the goals of the VISIBLE program. If known, please also add a note about commitments for the upcoming semester, including teaching schedule, that would impact availability for meetings.

The VISIBLE leadership team will confirm nominees are willing to serve, review the nomination submission, possibly request additional information, and notify nominees of their selection status by December 18, 2020.