



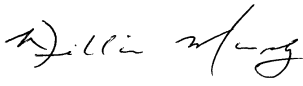
THE STATE EDUCATION DEPARTMENT / THE UNIVERSITY OF THE STATE OF NEW YORK

Deputy Commissioner
Office of Higher Education
Room 975, Education Building Annex
Albany, New York 12234

hedepcom@nysed.gov
(518) 486-3633

July 18, 2022

To: Presidents/CEOs of NYS Independent Colleges and Universities
Directors of Institutional Research of NYS Independent Colleges and Universities
Institutional Contacts for Bundy Aid

From: William P. Murphy 

Subject: Faculty Diversity Plan Required for NYS Independent Colleges and Universities to Receive a Bundy Aid Payment in the 2022-2023 Academic Year

The New York State Fiscal Year 2023 State Budget (S8003/A9003) includes a provision that independent colleges and universities must submit a plan to improve faculty diversity to the New York State Education Department (NYSED) to be eligible for a Bundy Aid payment in the 2022-2023 academic year¹. This faculty diversity plan must include measurable goals and a schedule of reporting on progress toward meeting such goals.

As such, to receive Bundy Aid in the 2022-2023 academic year, independent colleges and universities must complete and submit the "Faculty Diversity Plan For Independent Institutions" in the IRS Data Exchange (IDEx) by **September 20, 2022**. The IDEx is accessed by logging in to the [NYSED Application Business Portal](#).

The faculty diversity plan, and [instructions](#) for completing the plan, are available in IDEx. For the plan, the institution will submit gender and race/ethnicity data on the institution's faculty from the previous academic year (2021-2022) and three measurable goals designed by the institution to improve faculty diversity at the institution. The institution will submit the progress on their goals in two- and four-year intervals to IDEx (e.g., Summer 2024, Summer 2026), with deadlines provided at a later date.

The goals could address gender, race/ethnicity, and/or another category related to diversity. The institution will also submit data/information informing each goal. The data/information will be used as a baseline for the goal and progress on the goal. The goals must be measurable, allowing the institution and NYSED to see changes in the data over time in the two- and four-year progress reports.

¹ Unrestricted aid to independent colleges and universities, notwithstanding any other provision of law to the contrary, aid otherwise due and payable in the 2022-23 fiscal year shall be limited to the amount appropriated herein; provided that no college or university shall be eligible for a payment in the 2022-23 academic year from this appropriation if the college or university has not submitted to the state education department a plan to improve faculty diversity, which shall include measurable goals and a schedule of reporting on progress toward meeting such goals.

To further guide and support this work statewide, the New York State Board of Regents and NYSED are committed to advancing diversity, equity, and inclusion (DEI) across New York state. This commitment is reflected in a Board [policy statement](#) for all schools and institutions of higher education in New York State to develop policies that advance DEI as a priority in their organizations.

One strategy for advancing DEI in institutions is to recruit and retain a diverse workforce in all areas and at all levels, thereby reducing stereotypes and preparing students for an increasingly global society. The Board's draft framework includes the following definition of diversity.

- **Diversity:** Includes but is not limited to race, color, ethnicity, nationality, religion, socioeconomic status, veteran status, education, marital status, language, age, gender, gender expression, gender identity, sexual orientation, mental or physical ability, genetic information, and learning styles.

While the NYSED will not approve or disapprove faculty diversity plans, staff will review each plan and may follow-up with institutions for clarification. Institutions will be notified when their faculty diversity plan has been processed.

Please note that Bundy Aid payments are determined for the academic year in October. **Therefore, plans received after the due date of September 20, 2022 will not be accepted and institutions that do not submit a plan will not receive 2022-2023 Bundy payments.**

For questions about IDEX, please see the [Higher Education Support Center](#) or contact the Office of Information and Reporting Services at higheredsupport@nysed.gov. Questions about Bundy Aid can be sent to kiap@nysed.gov.