











FACULTY AFFINITY NETWORKS (FANs)

2024-2025

Guidelines & Structures

Learn more at go.rutgers.edu/fdc-fans.

FAN Proposed Guidelines	FAN Structure	
 <p>APPLYING</p> <p>Any two full-time faculty members can apply to lead and launch a new FAN which, when approved by FDC, will be hosted on the FDC online platform.</p>	 <p>GROUP SIZE</p> <p>FANs are groups of generally 5-20 faculty who meet regularly to hold discussions pertaining to a common identity, shared interest or goals.</p>	
 <p>PURPOSE</p> <p>FANs aim to provide connection, support and/or career development for faculty facing unique and similar identity-based experiences or challenges.</p>	 <p>MEMBERSHIP</p> <p>FAN members are full-time faculty at Rutgers; however, to be more inclusive, FAN leads may choose to open meetings or events to include PT faculty, post-docs, staff and others.</p>	
 <p>ACCOUNTABILITY</p> <p>As a faculty led initiative, FAN leads are faculty who help set goals for the FAN based on the needs of members. Other responsibilities include:</p> <ul style="list-style-type: none"> • Accepting or declining membership requests • Member Communication • Virtual or In-person event and meeting planning (frequency determined by FAN leads) • Forum moderation 	 <p>PEER LED</p> <p>Each FAN will have at least two full-time faculty leads (Co-Chairs) who will facilitate regular touch points with FAN members, help guide the FANs plans and activities, liaise with the FDC, be listed as contacts for the FAN on the FDC website, and promote the smooth succession of leadership when their term concludes.</p>	
 <p>COMPLIANCE</p> <ul style="list-style-type: none"> • FANs should comply with University-wide HR Policies & Procedures. • A faculty member may be a member of up to 3 FANs simultaneously. • FDC Directors are available to serve in an advisory capacity to a FAN. 	 <p>TERM LENGTH</p> <p>FANs may operate for a period of 1 calendar year and will meet regularly on a pre-set schedule determined by FAN leads. Suggested frequency is once a month. FANs may renew their status annually if there is continued interest in sustaining the group</p>	
<p>Questions? Email facultydiversitycollaborative@oq.rutgers.edu.</p>	 <p>ENGAGEMENT & ASSESSMENT</p> <p>FAN Leads may use engagement and assessment tools provided on the FAN online site to help with engagement and program assessment.</p>	 <p>FUNDING</p> <p>FANs can avail of various funding opportunities at Rutgers including:</p> <ul style="list-style-type: none"> • Pilot year seed grants for new FANs • Mutual Mentoring Grants for FANs with mentoring needs • IDEA Innovation Grants