University College invites applications for the **college’s Fellowship Program for Inclusive Engagement.**

University College supports its academic programs, campus activities and community-based scholarship with a focus on issues surrounding diversity and inclusions. With constituents who include students, faculty, and staff, as well as the broader community, the college relies on the expertise of its colleagues and its positive impact on the campus, region, and the state. Accordingly, we support our faculty and staff in their pursuit of knowledge and desire to promote positive change and encourage them to enter into shared conversations with each other and campus and external communities regarding broader societal issues. To enhance our efforts toward understanding and promoting diversity, University College is creating a biennial Fellowship Program that will provide incentive and opportunities for UC colleagues to develop and deliver specific projects, initiatives, or research-based scholarship aimed to raise awareness, foster engagement, and/or encourage discussion on the college’s diversity priority areas.

**Deadline**

The official program announcement, with the details of the submission process, will take place in April 2018. By August 2018, applications will be reviewed and one project will be chosen.

**Eligibility**

**This opportunity is open to all University College full-time employees.** Applicants must be full-time faculty (tenured or tenure-track faculty, senior lecturers or lecturers), administrators, or staff members of University College at the time of their application and when the proposed project begins. Temporary and part-time faculty and staff members are not eligible. Applicants are limited to one proposal each application cycle. **NOTE:** Team proposals can be submitted; however, one individual must serve as the lead or project manager.

**Description**

The project selected and supported by this initiative, will consist of, but not limited to, one or more of the following:

- Design and facilitate professional development activities (e.g. workshops, guest speaker series, online training/modules/course, and/or book clubs)
- Program/curriculum/course development
- Co-curricular activities
- Research and scholarship
Examples of potential project submissions include designing research-based curriculum and/or co-curricular programs that assist students in their transformative learning, development of cultural competencies and awareness, as well as projects or initiatives supportive of our students’ academic success.

The fellowship position will commence at the beginning of the fall 2018 semester (August – December 2018) and conclude at the end of the spring 2020 semester (January 2020 – May 2020).

The selected individual(s) for the project will be expected to design, execute and deliver a project or publish scholarship in a peer-reviewed journal that advances a diversity focus for University College. Proposals submitted must be specific, with stated objectives, a projected timeline, and assessment process. Additionally, submissions should include an engagement component that will positively influence a designated diversity community or associated communities within University College. Furthermore, available resources (department support, supplies, equipment, and other provisions) will need to be identified and/or a description of other possible resources and support outside of the college that might help ensure its success. Diversity areas to be considered, but not limited to, ability, gender, sexuality, race, ethnicity, sustainability, first gen, and military status and their intersections with other aspects of difference.

The proposed project should align with the college’s Strategic Plan, which calls for increased collaboration, respect, understanding, and support of diverse people and perspectives to improve a college as well as a campus climate related to diversity, equity and inclusion (Goal #2). The project’s leader will be expected to measure the effectiveness of the project against the stated objective(s). Potential projects with research and scholarship should address inclusion and diversity related research topics, alignment to the work that UC is doing or could be doing, and the gaps in the current field of study.

The University College Diversity Fellows report to the Dean of University College and the Director of Strategic Initiatives. All proposed projects must be completed by the end of the appointment period and a final presentation to UC constituents will take place.

**Work Commitment**

The selected Fellow must commit to the program’s full two years. Additionally, the time commitment will take into consideration the project’s timeline, current work responsibilities, and outcomes from the discussions with the Fellow’s home department Chair and/or Director, the Dean and the Director of Strategic Initiatives. In addition to the work allocated to your project, the program also has required commitments that include:

- Attendance at scheduled monthly meetings with the Dean and the Director of Strategic Initiatives.
- Scheduled update sessions with the Fellow’s home department Chair and/or Director.
• Attending at least one meeting per semester of the Presidential Commission in their respective scholarship/project area. This will allow the Fellows to gain insight on work being conducted on campus currently, to network with campus community leaders, and/or obtain additional information/materials to assist in their identified project.

• Attendance at the College’s Spring 2019 opening of school session to be introduced and recognized as the college’s diversity fellow and attend the 2020 Spring Awards Ceremony to briefly present your completed research and/or project.

Award

The individual selected for this initiative will receive $2,000 towards professional development funds each year of the program for two years. If a team is selected for this initiative, funds will be distributed among team members as determined by the team. Funds can be used for professional travel, supplies, research, and/or faculty administrative pay during summer semester (subject to Academic Affairs guidelines). NOTE: Funds not spent by the specified deadline will be forfeited.

First year allocation will be in the Spring of 2019 and the second, in the Spring of 2020. Funds will not be allocated to anyone with an uncompleted project or who leaves the program. Recipients must have the prior approval of their home department Chair and/or Director to participate in this initiative before meeting submission’s deadline.

Requirements

Candidates for the program should demonstrate skills in developing and managing projects and/or a research agenda that has an emphasis on positively impacting diversity within the college and at KSU. Candidates can be from any academic discipline and/or any department within the college.

To Apply

Applications include:

1. A cover letter that describes why you are interested in the Fellowship Program for Inclusive Engagement. Letter should include: the strengths and experience you bring to the program, your proposed project, and how the proposed project contributes to diversity within University College and overall at KSU.

2. A two (2) to three (3) page project and/or research/scholarship proposal that clearly articulates how your proposal advances diversity within University College. Include in your document, your timeline, the assessment process, and proposed outcomes.

3. An up-to-date curriculum vitae or professional resume.

4. Applications can be submitted online.

5. Deadline to apply: Monday, August 31, 2018, 5:00 p.m.
Review Process

University College Diversity Fellow opportunities are awarded on a competitive basis. Proposals are reviewed and selected based on the following criteria:

1. The extent to which the proposal fits with the college’s mission and contributes to diversity within University College and at KSU. Will the project, as proposed, help the UC meet its strategic diversity and inclusion goals?
2. The extent to which the project’s steps or phases, assessment process, and outcomes are clearly outlined. Does the proposal explain the purpose of the project, how it will be assessed, and what the outcomes will be?
3. The extent to which the project is deemed important or worthwhile. Is the project valuable and is it likely to have a significant immediate or long-range impact for the college?
4. The extent to which the project shows academic leadership and engagement. Does the project reflect engaged learning and skill development. Does the project make important contributions to UC’s community?
5. The extent to which there are available resources (department support, supplies, equipment, and other provisions) that may help make the project a success. Does the project describe other resources and support outside of the college that might help ensure its success?
6. The extent to which the applicant’s curriculum vitae or professional resume reflects actual or potential success related to the proposed project. Does the applicant have a record of excellence or potential for excellence in research, project development, leadership, and/or engagement?

For additional information and/or if you have questions regarding the program, please contact Dr. Linda Lyons, Director of Strategic Initiatives, at 470-578-7783 or via email at llyons5@kennesaw.edu.