The Center for Diversity Leadership and Engagement invites applications for the 2018-2019 cohort of Diversity Faculty Fellows.

The Center supports campus and community-based scholarship on issues of ability, gender, sexuality, race, ethnicity, sustainability, and military status and their intersections with other aspects of difference. Scholarship produced through the Center will aim to raise awareness, foster engagement, and encourage discussion on the aforementioned diversity priority areas. At its core, the Center is committed to academic leadership and engagement that breaks down the false dichotomy between rigorous scholarship, on the one hand, and campus and community involvement, on the other.

With constituents who include students, faculty, and staff, as well as the broader community, the Center underscores the expertise of Kennesaw State University (KSU) faculty and its positive impact on the campus, region, and the state. Accordingly, the Center supports faculty from all academic disciplines and draws them into shared conversations with each other and campus and external communities about broader societal issues. Fellows supported by the Center conduct research over the course of an academic year and present their findings to the campus community.

**Deadline**

February 12, 2018, 11:59 PM

**Eligibility**

Applicants must be full-time faculty (tenured or tenure-track faculty, senior lecturers or lecturers) at the time of their application and under contract at KSU when the project starts in the following academic year. Temporary and part-time faculty members are not eligible. Applicants are limited to one proposal each year.

**Positions**

The Center for Diversity Leadership and Engagement has the following Diversity Faculty Fellow positions for the 2018 academic year (fall 2018 and spring 2019 semesters):

- Disability Faculty Fellow
- The purpose of the Disability Faculty Fellow is to improve the campus climate for persons living with disabilities and raise awareness within the broader campus community regarding the ways that ability shapes perceptions and experiences.

- **Gender Faculty Fellow**
  - The purpose of the Gender Faculty Fellow is to improve the campus climate for gender minorities and historically underserved communities and raise awareness within the broader campus community regarding the ways that gender shapes perceptions and experiences.

- **LGBTQ Faculty Fellow**
  - The purpose of the GLBTIQ Faculty Fellow is to improve the campus climate for the GLBTIQ persons and raise awareness within the broader campus community regarding the ways that sexual identity and gender expression shape perceptions and experiences.

- **Race/Ethnicity Faculty Fellow**
  - The purpose of the Race/Ethnicity Faculty Fellow is to improve the campus climate for persons of color and raise awareness within the broader campus community regarding the ways that race and ethnicity shape perceptions and experiences.

- **Sustainability Faculty Fellow**
  - The purpose of the Sustainability Faculty Fellow is to improve the campus commitment to sustainability and raise awareness within the broader campus community regarding the importance of sustainable policies, practices, and activities.

- **Veterans Faculty Fellow**
  - The purpose of the Veterans Faculty Fellow is to improve the campus climate for military veterans and their families and raise awareness within the broader campus community regarding the ways that military service shapes perceptions and experiences.

**Description**

The Fellow positions commence at the beginning of the fall 2018 semester (August – December 2018) and conclude at the end of the spring 2019 semester (January 2019 – May 2019). Fellows will be expected to conceive, execute and deliver a research-based project that advances the diversity focus of their respective position. Proposals should describe the research focus in detail, and should include an engagement component that will positively impact the designated diversity community or associated communities at KSU. Projects should align with the KSU 2017 – 2018 Bridge Strategic Plan, which calls for increased collaboration and improved campus climate related to diversity, equity and inclusion.

One example might include designing research-based workshops and/or programs that assist new faculty to develop their scholarship. In this example, the Fellow would also be expected to measure the effectiveness of the workshops against the stated objective(s). Another example might involve inclusion programming in one of the six aforementioned foci to assist in the development of cultural competencies and awareness among first-year students (for example,
anti-racist programming). In this example, the Fellow would also research the effectiveness of the programming against the stated objective(s).

Projects must be completed by the end of the appointment. The Diversity Faculty Fellows report to the Chief Diversity Officer and/or Deputy Chief Diversity Officer.

**Work commitment**

The Diversity Faculty Fellows will devote 10% (or the equivalent of one course, approximately four or more hours) of their time on their diversity research and scholarship. The commitment includes:

- Attendance at regular bi-weekly meetings with the Chief Diversity Officer, Deputy Chief Diversity Officer and the other Diversity Faculty Fellows.
- Attendance at two meetings per semester of the Presidential Commission in their respective scholarship area to provide updates on their research.
- Attendance at the Inception Ceremony to present on their completed research. The Inception ceremony will be held at the end of the spring semester (once the new academic year Fellows have been selected and announced).

Those unable to meet the above commitments should discuss, in advance, possible accommodations with the Chief Diversity Officer.

**Award**

Recipients, with the prior approval of their home department and/or college, will select either a course release or temporary overload compensation for each semester of the academic year (or a combination of one each) for the academic year in which they are Fellows. A Memorandum of Understanding, as an addendum to the Fellow’s faculty contract, will be issued and approved prior to the start of the academic year in which they are Fellows.

**Requirements**

Candidates should show evidence of a research agenda, with a practical or community applicable focus or component and an emphasis on positively impacting diversity at KSU. Candidates can be from any academic discipline.

**To Apply**

Applications include:

1. A cover letter that describes the project, the strengths and experience the applicant brings to the fellowship and proposed project, and how the proposed project contributes to diversity at KSU. (See the KSU strategic plan at [http://www.kennesaw.edu/president/strategic_plan.pdf](http://www.kennesaw.edu/president/strategic_plan.pdf), and KSU diversity statements, under the “About” section, diversity.kennesaw.edu.)
2. A 500-word project proposal that clearly articulates how the project advances diversity at KSU and project steps or phases, the assessment process, and proposed outcomes.

3. An up-to-date curriculum vitae.

4. Completed applications should be submitted to Erica Brown, Administrative Associate II, Office of Diversity and Inclusion, ebrow192@kennesaw.edu. Questions should be directed to Dr. Erik Malewski, Chief Diversity Officer, emalewsk@kennesaw.edu or Dr. Nathalia Jaramillo, Deputy Chief Diversity Officer, njaramil@kennesaw.edu.

5. Deadline to apply: Monday, February 12, 2018, 11:59 p.m.

Review

The Fellows positions 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 Center’s mission and contributes to diversity at KSU. Will the project, as proposed, help the Center and KSU meet its strategic goals?

2. The extent to which the steps or phases, assessment process, and outcomes are clearly outlined. Does the proposal explain what will be accomplished, 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?

4. The extent to which the project shows academic leadership and engagement. Does the project reflect engaged scholarship and does it make important contributions to the campus community?

5. The extent to which there are available resources (department support, supplies, equipment, and other provisions) that might help make the project a success. Does the project describe other resources and support outside of the Center that might help ensure its success?

6. The extent to which the applicant’s record reflects actual or potential success related to the proposed project. Does the applicant have a record of excellence or potential for excellence in research, leadership, and engagement?