Kennesaw State University  
Center for Diversity Leadership and Engagement  
Call for Proposals

The Center for Diversity Leadership and Engagement invites applications for six Diversity Fellows.

The Center supports engaged scholarship on issues of ability, gender, sexuality, race, ethnicity, sustainability, and military status and their intersections with other aspects of difference. Diversity Fellows will have the opportunity to conduct research, participate in professional development, and engage one another and the campus and external community. 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 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.

Deadline

March 1, 2016, 11:59 PM

Eligibility

Applicants must be full-time faculty (tenure-track faculty, lecturers, or senior 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 six Diversity Fellow positions for Fall 2016/Spring 2017:

- 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.

- **GLBTIQ 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**

These Fellow positions commence at the beginning of Fall 2016 and conclude at the end of Spring 2017. 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 2012-2017 Strategic Plan, Goal 4, “Enhance the collegiate experience, and foster a welcoming, diverse, and inclusive environment.”

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 these 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, provide regular updates to the respective Presidential Commission for the year they are funded (at least two updates per term), and present on their research and engagement at the Inception Ceremony held each Spring semester (takes place at the end of the appointment—once the new Fellows have been announced).
Work schedule

The Diversity Fellows work an average 5-10 hours per week; schedules are flexible and determined with the Chief Diversity Officer based on the needs of the recipient.

Award

Recipients will receive two course releases, one for Fall semester and one for Spring semester of the academic year in which they are fellows. Candidates’ home departments must approve the course releases.

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 KSU strategic plan at http://www.kennesaw.edu/president/strategic_plan.pdf, and KSU diversity statements, under the About section, http://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 CV.
4. Completed applications should be submitted to Mary Zaher, Administrative Associate II, Office of Diversity and Inclusion, mzaher@kennesaw.edu. Questions should be directed to Dr. Erik Malewski, Chief Diversity Officer, Office of Diversity and Inclusion, emalewsk@kennesaw.edu
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 above description of 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?