Call for PROPOSALS

The Division of Diversity, Equity and Inclusion (DEI) at Kent State University (KSU) is offering grant funding to regional campus faculty for teaching, research and/or service projects that emphasize:

- Scholarship of teaching, research and discovery related to diversity, equity and inclusion.
- KSU, President, Dr. Beverly Warren’s focus on **students first** and **one university**.
- Dr. Alfreda Brown’s (Vice President, DEI) focus on “The Collective Impact of Action -- Influencing, creating and sustaining transformational, university-wide changes -- Intentionally building an inclusive, welcoming environment to all students, faculty and staff where differences are valued and recognized regionally and nationally as a core strength of KSU.”
- The utilization of **diversity as a core value in the education** of students so they can thrive in a pluralistic society and increasing linked global community (see Equity Action Plan).

**Rationale**

Dr. Warren has recognized and stated that Regional Campuses (RC) each offer a “unique contribution, unique vision and mission [as well as a] shared vision and mission [with Kent Campus (KC)].” This grant will provide RC’s the opportunity to showcase those contributions, vision, mission as well as barriers, challenges, and strengths particularly as they contribute to institutional and educational transformation that encourages students to embrace diversity (in the classroom, on campus, in their community, as part of KSU as ‘one university’ and as a core value in education and world-wide).

Keep in mind, a system that has different-yet-related multiple parts is, by definition, a complex system. Kent State University is a complex system. Kent State University represents the embodiment of a University, intended to have “Unity within Diversity”. There are many forms of diversity represented at Kent State, and it is this presence of difference that makes our institution unique. In particular, our focus on diversity enhances the purpose and mission of Kent State University. To celebrate this diversity and offer equitable opportunity to include those that experience discrimination or under-representation, a complex system becomes inclusive. Inclusion creates one seamless system no matter the complexity of that system.
History
This grant opportunity was developed as a 2013-2014 collaborative effort from two of four University Diversity Action Council Teams (Institutional Climate, Culture and Community Relations & Education and Scholarship), yellow team and blue team respectively. Yellow team surveyed regional campuses to seek out understanding of diversity on regional campuses. The survey data included successful activities, campus challenges and useful suggestions. Successes included Study Abroad, Rural Scholars, Black History Month, Cultural Fair and Food (A Taste of the World), Performing Arts (Legends). Challenges were listed as having limited budget, limited time, believing that diversity is merely based on race thus stating there is lack of diversity and lack of leadership support. Among other suggestions, mini-grants, education and recognition awards were offered. Blue team used the yellow team survey findings to develop a regional campus grant that offers a platform for regional campuses to share their diversity perspectives.

PROJECT PROPOSALS IDEAS
Provided below are a few examples to give applicants an idea of the types of activities this award is intended to support and not intended to be prescriptive or a comprehensive list. We welcome your ideas!

- Utilizing RCs, Kent Campus (e.g. DEI education and training lab) and Technological resources to build timely, equitable inclusion among and between all campus communities.
- A series of multicultural activities (educational, hands-on, or scholarly) that reveal changes in preconceived perspectives to a potential transformation of diversity appreciation in class experience, on campus, with leadership and embracing a one campus philosophy.
- Teaching to the non-traditional college students - those discriminated against or marginalized (to include race/ethnicity, gender and sexual minority, Veteran, Non-traditional, Non neuro-typical learners (Adult ADD/ADHD, Autism), First-generation, English as a second language (immigrant), Appalachian and more.
- Storytelling, Campus Narrative. Impact of cultural self-discovery as a way of understanding and embracing similarities and differences of campus population, University population or World Population.
- Financial Impact when the core strength of the diversity philosophy is valued (i.e. campus retention, graduate employability).
- Literature review of diversity success on college campuses that mirror a regional campus and/or a complex multi-regional university system.
**Eligibility**
In an effort to bring greater equity and inclusion to the RCs, this grant is available to all full time, Regional Campus, faculty (tenure tracked and non-tenured track) including: Ashtabula, East Liverpool, Geauga, Twinsburg Academic Center, Podiatric Medicine, Salem, Stark, Trumbull, and Tuscarawas.

Partnerships are highly encouraged and could include collaborations with:
- Students
- Professional Associations (e.g. legal, medical, social service, certifying agencies, etc.)
- Student Organizations
- Not-for-Profit entities/agencies (especially locally) (See Application #2)
- Matching Fund Partners

**Award and Fund Disbursement**
Each project will be awarded a maximum of $1500. Additional funding may be considered for collaborative projects between departments and/or RCs. Matching funding will also be considered in an amount not to exceed $500.

Using attached ‘evaluation criteria’, awards will be reviewed by a review committee which will include representatives from RCs and UDAC with recommendations forwarded to the Office of the Vice President for Diversity, Equity and Inclusion where award decisions will be made.

*All award decisions are final. All awards are subject to the availability of funds. The right to not fund awards or to cease offering these awards at any time is reserved, as is the right to partially fund proposals for less than the amount requested. Normally, funded awards should be expended by the end of the fiscal year in which the project is conducted. For example, awards announced in summer 2016, funds should typically be spent by June 30, 2017.*

Grantees will be notified via e-mail on or near June 30, 2016.

**Application Deadline, Dates, Timeline tentative**

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>06.01.2016</td>
<td>Deadline of full proposal submission</td>
</tr>
<tr>
<td>06.30.2016</td>
<td>Award announcement via Kent State e-mail</td>
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<tr>
<td>TBD (Sept.)</td>
<td>UDAC Retreat introduction of recipients</td>
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01.31.2017 Mid-Project Summary
TBD TBD, mutually agreed presentation venue, population
05/2017 Final presentation, UDAC end-of-year meeting and luncheon

**Application REQUIREMENTS must include:**

1) Name of Principal Investigator and Co-PIs if applicable.
   a) Contact Information, including KSU e-mail

   b) Curriculum Vitae(s), 2 page maximum for each contributor, highlighting relevant information only (employment, research, publication, presentation, projects, professional affiliation/membership, grants/awards)

   c) Statement of other current research focus of investigator(s),

2) Partnerships (optional/ if applicable)
   Regional Site(s), Department(s), Partnerships, Other Site(s) Involved, Matching Funds Contact Information (Dean, Director, Other)

   (NOTE: Matching Funding Letter of Commitment to be attached.)

3) Summary/Abstract, Overview of Project (maximum one page), should include:

   A) Overview of population, purpose, procedures of project.

   B) Should respond to at least two of the following:

   1) Faculty scholarship, research and discovery related to diversity, equity and inclusion as it informs faculty research/publication and provides potential impact on regional campuses and for the KSU campus system as a whole.

   2) Dr. Warren’s focus on students first and one university.

   3) Dr. Brown’s focus on Collective Impact of Action: influencing, creating and sustaining transformational, university-wide change (progression) to provide an inclusive, welcoming environment to all students, faculty and staff where differences are valued and recognized regionally and nationally as a core of strength of KSU.”
4) The value of diversity as a core value in the education of students so they can thrive in a pluralistic society and increasing linked global community. (Equity Action Plan)

4) Proposal/Narrative (maximum 3 pages)
   a) Target Population(s)
   b) Problem Statement. Consider its importance related to DEI rationale.
      - What issue or problem is your project responding to and what do you suggest will be the outcomes of your project?
      - What is the focus of your project and what do you believe is the significance of the project for developing a better understanding of, or appreciation for, diversity at regional campuses?
   c) Theoretical, Conceptual Framework
   d) Brief Review of Relevant Literature
   f) Methodology (rules, methods, process, procedures, principles, population data, variables, metrics, measures, feasibility)
      - Please provide a brief description of the systematic, theoretical analysis of the methods to be applied to this project (What conceptual model or theoretical framework will be used to help frame the study?)
      - Identify the research question(s) and method of data collection that will be used
      - How will the data be analyzed?
   g) Hypothesis
   h) Goals, Expected Outcomes
      - What is the expected outcome of the project?
      - How will your project enhance the quality of the Kent State experience for faculty, staff, and/or students?
      - How do you believe your research or project will demonstrate something significant about diversity?
      - What results are you expecting and how will findings be disseminated?
      - In what way this grant project/research could enhance current KSU policy?
   i) References (Use complete citations to include titles, authors and dates)

5) Proposed Budget and Funding Restrictions
Detailed budget should be in Excel format - if you would like Sponsored Programs to review your budget in advance, you may contact alindsay@kent.edu. Requested budget items should be reasonable and allocable to the scope of activities being undertaken in your proposed project. Please do not request funds for faculty or staff salaries and wages as the amount available is not enough to cover these types of costs.

6) Matching Funding Letter of Commitment (on Professional Letterhead) if applicable.

7) Publication and Presentation Contract Agreement
   As a requirement of the grant, grantees will submit work for publication and presentation as mutually agreed by the award winner and University Diversity Action Council (DEI).

8) Reporting Requirement Contract Agreement

9) Submission Instructions

**Evaluation Criteria**
The proposals will be scored using the following:

1) Does it support/promote RC educators, grantees in their scholarship of teaching/discovery related to pedagogical activity, research, other educational activity?
2) Does it demonstrate the spirit of teaching and/or scholarly excellence as it fuels experiential learning and/or community involvement?
3) Is it supported by qualitative and/or quantitative measures and/or best practices?
4) Does it improve current and/or potential regional campus contributions, visions, missions, distinct qualities and strengths as well as decrease barriers and challenges, particularly as they contribute to a diversity-driven, educational transformation for student learning, outcomes and employability?
5) Does the project put Students First by offering them the opportunity to thrive in a pluralistic society and increasing linked global community?
6) Does it offer inclusion toward a One University philosophy housed in a complex system?
7) Does it consider sustainable, transformational (Campus wide, University wide Change) impact?