



University of Michigan Faculty Fellowship

Application Deadline: Wednesday, April 1, 2009

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www.ncid.umich.edu

The Opportunity

Applications are being sought from U-M faculty who have an extensive record of research, practice, and/or teaching related to diversity and who wish to spend one year working on faculty-defined projects related to the mission of the National Center for Institutional Diversity (NCID). Faculty will become Fellows of the Center and, through their projects, help shape the evolving agenda of the Center.

The Center will offer up to four faculty fellowships annually, each of which will be one year in length. During the 2009-2010 cycle, fellowships will begin in the summer of 2009 but no later than September 1, 2009. The funding year will end on June 30, 2010.

The Mission of the NCID

The National Center for Institutional Diversity represents a strategic commitment by the University of Michigan to address complex diversity issues within higher education and other major social institutions. NCID aims to prepare people for active engagement in a diverse society and works toward building productive as well as inclusive communities at U-M and beyond.

The Center promotes national exemplars of diversity scholarship, multilevel engagement, and innovation by operating as a catalyst, venture fund, incubator, clearinghouse, publisher, and think tank. Strategic partnerships bridge scholarship with social change through engagement at the campus/institutional, local/state, and national/international levels. Core priorities and activities focus on the challenges and opportunities of diversity in the broadest, richest sense—including racial, ethnic, gender, class, geographic, age, cultural, and diversity of viewpoints.

Inspired by the vision of higher education's critical role in promoting knowledge, justice, and opportunity in a diverse democracy and global economy, the Center's national leadership role focuses on several core practices:

1. Investigating the value of diversity through multiple perspectives;
2. Identifying, evaluating, and promoting exemplary educational, institutional, and community practices for pursuing and benefiting from diversity;
3. Cultivating and moderating public and academic discourses on diversity,

providing tools to help sustain connections across differences;

4. Anticipating, preparing, and planning for an increasingly diverse and interconnected world.

NCID Fellow Projects

Each NCID Fellow will be expected to work on a significant project, with the recognition that some projects will be in the embryonic planning stages and others ready for implementation, data gathering and analysis, or other creative activity.

Applicants are encouraged to employ a team approach, partnering with either graduate or undergraduate students, U-M staff, and/or community practitioners. Projects may include research and scholarly activities (i.e., convening a research team for the development of a grant, running a pilot study, integrating large data sets for analytic purposes, or surveying key literature); community-based or policy-relevant research (i.e., gathering community collaborators to develop and implement interventions and research evaluations, creating or leveraging university-community or other external partnerships); and/or educational and curricular activities (i.e., developing a new course, gathering university colleagues to make curricular changes), all related to the mission of the NCID.

In collaboration with both campus and external partners, NCID core priority areas include diversity issues in the following:

- Scholarship and Multilevel Engagement
- Education and Institutional Transformation
- Expressive Culture, the Arts & Media
- Health Disparities and Human Development
- Science, Technology, Engineering, and Mathematics (STEM)
- Urban Revitalization and Community Development
- Business, Organizations, and Sustainable Development
- Politics, Public Policy, and Social Justice

If you have concerns about how your project might fit into these priority areas, please see full descriptions online under “About the Center” or contact Valerie Johnson (vnjohnso@umich.edu).

Requirements

Each Faculty Fellow/team is expected to spend some weekly time advancing the designated project and promoting the NCID mission, either in residence at the Center, within their own campus units, or at work with external partners. Teams are expected to participate in NCID activities that enable interaction and synergy among its community of scholars/practitioners, such as the Critical Issues Forum series or occasional roundtable discussions with other teams and the Center’s leadership.

Faculty Fellows remain actively involved in the NCID community beyond their official term-limited funding as Faculty Affiliates. In addition to participating in NCID programmatic activities or working groups on proposal development, they often function as ambassadors in their home units or organizations, playing pivotal roles in the development of viable NCID campus and external partnerships.

Resources and Application Process

*Proposals must be **received** by NCID no later than Wednesday, April 1, at 5:00 p.m.*

EST. Completed proposals should be submitted to NCID via U.S. or campus mail.

Applications lost in the mail are not the responsibility of NCID. Application forms can be downloaded from www.ncid.umich.edu. Each proposal should include a narrative of no more than 5 pages describing:

- The nature of the proposed Fellowship, including a description of team members
- The objectives and scope of the proposed project
- How you plan to complete or make progress on the project
- Specific products/deliverables that are anticipated through NCID support
- How it is related to and likely to advance the NCID's mission and core priorities, as well as the mission of your academic unit
- How your role as a Faculty Fellow can help to build a strategic campus partnership between NCID and your academic department that is consistent with each unit's core priorities

The most competitive proposal narratives will incorporate the following elements into the basic description:

- Plans for bridging basic research with engagement and/or translational work (from scholarly research-to-innovation or innovation-to-scholarly research)
- Evidence of the project's strong potential for becoming a national exemplar, with emphasis on its innovation, impact, sustainability, and replicability
- Documentation of plans for supplemental support (i.e., campus unit) and/or potential follow-on sources of funding (proposal development for external funding during NCID Fellowship tenure)
- Strategies for promotion, evaluation, or measuring the success of the project
- Knowledge of comparable endeavors, literature, and/or networks to build upon
- Feasibility (reasonable timeline with a team well-equipped for success)

In addition to this proposal narrative, applicants should submit the following:

NCID Fellow Application Form

Budget

Brief CV or biographical sketch about the project director

The budget may include up to \$10,000 for the Faculty Fellow and up to \$15,000 for team members, project assistance, and other costs. In lieu of compensation, arrangements may be made for students to earn course credit for their participation. Faculty members who

are interested in a course buy-out can choose to negotiate matching funds with their deans. In such cases, negotiation responsibilities fall on the faculty member, rather than the NCID. Additional project costs should be described in detail. The total NCID contribution for a Fellowship, including the team members and project costs, should not exceed \$25,000. However, supplementary or matching funds from other campus units or external partners are strongly encouraged.

Administration of Award

Regular university policies and procedures are applicable to the expenditure of funds, and the recipient is responsible for working with the NCID staff to arrange for good stewardship of the funds. Award amounts are final. Each award stipulates an expiration date, after which any balance remaining is returned to NCID. Faculty may not retain the award if they leave the University of Michigan. An interim report will be required within one year of the initial award, and a final report will be required upon completion of the project. Any changes in budget items or project period must first be approved by NCID.

Eligibility

Continuing instructional faculty, lecturers, research scientists/professors, librarians, curators, and archivists from the U-M campuses of Ann Arbor, Flint, and Dearborn may apply.

Inquiries

Please direct questions to Valerie Johnson: vnjohnso@umich.edu or 764-6497.