

The following message is sent on behalf of Dr. Christine A. Stanley, Vice President and Associate Provost for Diversity.

DIVERSITY MATTERS Seed Grant Program

Call for Proposals (Due 4 pm, November 4, 2016)

OBJECTIVES

Texas A&M University is committed to improving efforts to make our campus more diverse, inclusive, and equitable. The University's commitment is formalized in our Diversity Plan, launched in 2010 (see <http://diversity.tamu.edu/Diversity-Plan>). The Diversity Plan has inspired numerous initiatives led by individual units from across the university (e.g., campus climate surveys, search committee training for potential biases in hiring, mentoring programs for under-represented groups, etc.). Taken together, these efforts have brought the university national recognition. For example, Texas A&M University was recently announced as a 2015 Recipient of the National Role Models Award for institutional efforts to advance diversity.

To take existing initiatives and efforts to the next level, the Office of the Vice President and Associate Provost for Diversity launched in Fall 2015 a seed grant program - Diversity Matters - to support research efforts which align with the goals of the university's Diversity Plan. We now invite submissions for the second year of this program. Specifically, proposals are invited from faculty, staff and students for creative research initiatives that seek to accelerate progress in achieving equity in representation and professional recognition of under-represented groups at Texas A&M University and through those research efforts to offer insights of relevance for discussions and debates about diversity in institutions of higher education at large.

KINDS OF PROJECTS CONSIDERED

Proposals for research may use any of a variety of conceptual frameworks or methodologies, address a broad range of topics, and examine issues over varying time frames. Possible topics may include (but are not limited to) the following, and you are encouraged to talk with members of the staff of the Office for Diversity about your ideas before submitting a proposal:

- analyses of existing, publicly available datasets (on admission, matriculation, faculty hiring, retention, visibility, evaluation, etc.) to address specific questions
- development of customized measures to explore specific topics in a specific unit in more depth (e.g., experiences of LGBTQ individuals)
- assessment of the impact of curricular or other programmatic interventions on student and/or faculty awareness of privilege associated with dominant group status
- studies examining the notion of meritocracy as it is operationalized in practice
- studies examining the efficacy of adopting race-conscious vs. race-neutral (color-blind) approaches to achieving equity
- content analyses of textual or visual portrayals of diversity, inclusion, or equity on campus
- theoretical, historical and/or comparative perspectives on any of the above topics that could inform policy

- studies addressing difficult dialogues in the classroom or in other professional interactions in the university

AMOUNT

The Office for Diversity will make available up to \$20,000 in funds for this program. These are state funds and expended costs must be accounted for by the receiving unit by the end of August 2017. Any given proposal may request a maximum of \$5,000, although requests for lower amounts may be appropriate depending on the nature of the project. The award does not include faculty release time.

AWARD ELIGIBILITY

All Texas A&M University faculty (tenured, tenure track, or academic professional track), students (graduate or undergraduate) or staff are eligible to submit proposals as individuals or in partnership with existing units on campus or elsewhere (e.g., other accredited universities), as relevant to the project. Letters of support from appropriate individuals in other relevant units are required when partnerships are indicated in the proposal.

It is strongly recommended that projects be discussed with the relevant Diversity Operations Committee representative(s) prior to submission. A list of the committee members can be accessed here:

<http://diversity.tamu.edu/Diversity-Operations-Committee>

Projects involving data collection from human research participants will need to show evidence that Institutional Review Board approval has been or will be sought; funding of successful proposals will be contingent on documentation that IRB approval has been granted.

PROPOSAL SUBMISSION GUIDELINES

Proposals must be submitted by email as a pdf attachment to ncavender@tamu.edu with “Diversity Matters Seed Grant application” stated in the header. They should include the following information:

- a. a cover letter (on letterhead) stating the project title and the requested amount, signed by the proposal submitter and the department/unit head, and a statement about whether the Diversity Operations Committee representative was consulted about the project
- b. A designated principal investigator with their complete contact information
- c. An informative project title
- d. An annotated list of key personnel and their roles in the project
- e. A 300 word project summary written for a broad audience, and up to 5 keywords
- f. A 4-page double-spaced proposal narrative including an explicit statement of a research question/problem, a description of how the question will be addressed, anticipated outcomes, timeline, significance, and a brief bibliography
- g. A paragraph summarizing plans for dissemination of the outcomes and follow-up, including the name of a targeted funding source and/or conference presentation venue
- h. A paragraph providing a substantive statement of how the project will contribute to the mission of the university’s Diversity Plan.
- i. A 2 page CV of each key personnel emphasizing relevant qualifications and expertise
- j. A summary of previous funding (in the last 2 years) and any matching support
- k. A 1 page budget including a brief justification

REVIEW PROCESS

A review panel consisting of faculty and staff appointed by the Office of the Vice President and Provost for Diversity will be charged with reviewing and submitting rankings of the proposals. In the previous year 9 proposals received funding. It is anticipated that 5 to 6 proposals will receive funding during the 2016-2017 academic year. However, if proposals requesting smaller amounts of funding are received, more grants may be awarded. **Application deadline is 4 pm on November 4, 2016. Award decisions will be made by mid December 2016.**

REVIEW CRITERIA

Proposals will be judged on the originality and quality of the research design, the qualifications and relevant expertise of the investigators, the feasibility of the project, the involvement of graduate students and/or undergraduate scholars as co-investigators, clear plans to disseminate the findings, and the project's bearing on the goals of advancing equity and inclusion at Texas A&M and in higher education institutions.

Proposals that have clear "deliverables" related to the seed grant goals will be given priority in the review process. Documentation of any matching support committed (including in-kind support) will also receive favorable weighting.

Previous awardees are eligible to submit a proposal provided it is on a different topic than the one that was previously funded.

Post-Funding Requirements

The principal investigator will submit a 1-page report by August 15, 2017, noting how the funds were used and the key findings of the project. The report should also document how the project findings were disseminated on campus and in professional venues at the national level (e.g., NCORE, NWSA). Possible university-wide venues include the following: Student Research Week, Glasscock Center for Humanities Research Working Group presentation.

By December 15, 2017, the P.I. is expected to submit to the Office for Diversity evidence of any of the following outcomes of the original project: a manuscript submitted to a book or a peer-reviewed journal outlet based on the project, a poster or presentation given at a professional venue, a grant proposal for additional funding on the topic of the original project.

For Further Information:

Email Inquiries: Individuals/units desiring an additional opportunity to discuss possible project ideas and/or find potential collaborators from other units are encouraged to contact the Office for Diversity (979-458-2905) for assistance. All inquiries related to the Seed Grant may be directed to Dr. Jyotsna Vaid, Director for Organizational Development, Research and Equity, Office for Diversity, jvaid@tamu.edu

Website: Prospective applicants are strongly encouraged to peruse the Office for Diversity's website for information about existing initiatives and resources: <http://diversity.tamu.edu>

University Diversity Operations Committee Members: <http://diversity.tamu.edu/Diversity-Operations-Committee>