



## Overview

The Diversity Matters Seed Grant Program was launched by the Office for Diversity in Fall 2015. The aim of the Program is to encourage and support research efforts that align with and help to implement Texas A&M University's Diversity Plan.

Proposals are invited from faculty, students and staff working individually or collectively on creative research initiatives that accelerate progress in achieving equity in representation and professional recognition of under-represented groups at Texas A&M University. More broadly, the Program seeks to support research efforts that inform discussions and debates about diversity in institutions of higher education.

Suggested topics and/or approaches are outlined on the right, but these are meant to be illustrative only.

A summary of funded proposals in Year 1 and Year 2 of the Program is provided below.

For further information about the program, please contact Dr. J. Vaid, Director of Organizational Development, Research and Equity, TAMU Office for Diversity.

## Suggested Topics

- ❖ 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

## 2015-16 Funded Proposals

- ❖ **School of Law**
  - Discrimination Experiences of Muslim American Students at Texas A&M University.
    - Dr. Sahar F. Aziz
- ❖ **Bush school of Government & Public Service**
  - Evaluating The Bush School of Government & Public Service's Comprehensive Approach to Achieving Equity in Representation and to Continue Building a Culture of Inclusion.
    - Dr. Justin B. Bullock
- ❖ **Department of Psychology**
  - From clicks to consequences: Exploring the visibility of faculty of color as viable members of the TAMU academic community.
    - Dr. Adrienne Carter-Sowell
- ❖ **College of Engineering**
  - Advocacy Group for Non-traditional Engineering and Technology Students.
    - Ms. Shawna Fletcher
- ❖ **College of Architecture**
  - Understanding the Gender Gap in terms of salary, promotion, career mentoring, hiring, and promotion opportunities in academia within the fields of architecture, planning, construction and the arts fields represented in the College of Architecture of Texas A&M University.
    - Dr. Cecilia Giusti
- ❖ **College of Agriculture & Life Sciences**
  - Gender Equity and Family Engagement Roles in Academia.
    - Jenna Kurten
  - The MANRRS and SACNAS Minority Undergraduate Mentoring Initiative.
    - Dr. Eli Borrego & Dr. Manuel Pina, Jr.
- ❖ **Department of Sociology**
  - Mentoring Undergraduate Latina/o Program
    - Frank J. Ortega

## 2016-17 Funded Proposals

- ❖ **Department of Anthropology**
  - Gender Bias in the Production and Targets of Critical Questions at Academic Conferences.
    - Dr. Jeffrey Winking & Dr. Allison Hopkins
  - Teaching Diversity Matters in Anthropology Classroom: Impact for TAMU and Beyond.
    - Crystal A. Dozier
- ❖ **Department of Communication**
  - Faculty Mentoring Programs: Unfit for Diversity.
    - Dr. Alexandra Schuur Sousa
  - Assessing the Effectiveness of Difficult Dialogue Sessions on Campus Race Relations Using Participant-Observation and Qualitative Textual Analysis.
    - Dr. Srividya "Srivi" Ramasubramanian
- ❖ **Health Science Center**
  - A Click Away: Improving Diversity and Inclusion Communications at the Health Science Center.
    - Dr. Christine L. Kaunas
- ❖ **Department of Psychology**
  - The Power of Social Climate: Studies of Chronic Ostracism Experiences in the TAMU Academic Community.
    - Dr. Adrienne R. Carter-Sowell
- ❖ **Department of Sociology**
  - Observations & Experiences of Sexism.
    - Dr. Joe Feagin & Ms. Melissa Ochoa
- ❖ **Department of Teaching, Learning, and Culture**
  - Incorporating World Englishes Through Consciousness-Raising Activities into a Teacher Education Program.
    - Dr. L. Quentin Dixon & Dr. Zohreh R. Eslami
- ❖ **Education Administration and Human Resource Development**
  - Cross-cultural Adjustment and Engagement: Perceptions and Experiences of International Students in the U.S. Higher Education.
    - Dr. Jia Wang