

The Office for Diversity announces a Call for Proposals for the 3rd Annual **Diversity Matters Seed Grant Program**. Deadline: October 31, 2017 by 4 p.m.

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.). To take existing initiatives and efforts to the next level, the Office for Diversity launched a seed grant program - **Diversity Matters**. We now invite submissions for the third year of this program. Proposals are invited for original research ideas that will help implement the goals of the university's Diversity Plan.

Award Eligibility

All Texas A&M University faculty (tenured, tenure track, or academic professional track), students (graduate or undergraduate) and 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.

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

Kinds of Projects Considered

Proposals for research should be informed by relevant scholarship, conceptual frameworks, and research methodologies. Topics may include but are not limited to any of the following:

- Quantitative or qualitative analyses of existing datasets at Texas A&M and/or comparison institutions to address gaps in research on diversity, inclusion, and equity in higher education
- In depth exploration of the experiences of marginalized groups at the university
- Assessment of the impact of curricular or other programmatic interventions (e.g., difficult dialogues)
- Assessment of a sense of belonging at Texas A&M by different segments of the A&M community
- University leaders' conceptualizations of diversity, inclusion, and equity
- Content analyses of depictions of diversity, inclusion, or equity on campus (e.g., in websites, strategic plans, etc.)
- Theoretical, historical and/or comparative perspectives on any of the above topics that could inform policy

Prospective applicants are strongly encouraged to discuss proposal topics with their 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>

Funding

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 2018. Individual proposals 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. Proposals with matching funds from other sources are especially welcomed.

Proposal Submission Guidelines

Proposals must be submitted by email as a pdf attachment to Ms. Deyanira Ely, dely@tamu.edu with “Diversity Matters Seed Grant application” stated in the subject line. They should include:

- 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. A 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 four-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 two-page curriculum vitae of each key personnel emphasizing relevant qualifications and expertise
- j. A summary of previous funding (in the last two years)
- k. A one-page budget including a brief justification of items and evidence of matching support (if any)

Review Process

A review panel consisting of faculty and staff appointed by the Office for Diversity will be charged with reviewing and submitting rankings of the proposals. **Application deadline is Tuesday, October 31, 2017 by 4 p.m.. Award decisions will be made by December 15, 2017.**

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

Post-Funding Requirements

The principal investigator will submit a one-page report by August 17, 2018, 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 and local level. Awardees should be willing to present their research findings at a forum convened by the Office for Diversity. By December 14, 2018, 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

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