DIVERSITY AND INCLUSION FACULTY FELLOW (DIFF) 2024 – 2025

Call for Proposal

Diversity & Inclusion Faculty Fellows Program

This program provides selected faculty members of various rank with opportunities to infuse diversity and inclusion into existing curriculum, create models to improve classroom dynamics in support of social justice, create scholarly knowledge that supports equity, access, and inclusion or identify strategies to enhance institutional practices.

Program Overview

Towson University's Diversity & Inclusion Faculty Fellows (DIFF) Program will support the actualization of the University's vision for diversity and inclusion by providing support for TU faculty who are interested in developing or redesigning courses for major or core curriculum, curricular practices to support inclusive classroom environments, research and teaching projects, pedagogy and research toolkits, scholar-practitioner collaborations, and/or building collaborations to enhance diversity and inclusion.

Diversity and Inclusion Faculty Fellow Expectations:

- Attend monthly workshops during the academic year 2024-2025. (Typically held 3rd Fridays at 1:30pm)
- Implement the newly developed Diversity initiative by Spring 2025.
- Showcase project at TU's annual January Educators Summit or other approved conference in 2026.
- Assess and evaluate the project throughout the academic year and submit mid-year and final written report.
- Participate in DIFF networking gatherings and provide informal mentorship to future DIFFs for an academic year following fellowship, as available.
- Act as a resource for the Office of the Provost as available.

Selected Faculty Fellows will be awarded a $2000 stipend for their participation in the program. If multiple faculty members are involved in the project, the stipend will be split among the faculty members. In addition, Fellows or each team of Fellows can apply for an additional $750 to support their project.

All TU faculty, including lecturers, adjuncts, and clinical faculty in any discipline are eligible to apply for this program. Proposals must be for pedagogy, service, research, and/or innovative collaborations between scholarship and practice in an area(s) of focus as noted below:

<u>Areas of Focus</u>

1. Develop Curricular Practices to Support Inclusive and Diverse Classroom Environments

    Examples include developing assignments, methods of universal design, and other techniques in the classroom that guide students towards adopting an analytical framework for understanding and valuing difference and inclusion.

2. Develop and/or Redesign Courses for Major or Core Curriculum

    Examples include developing departmental courses that add to students' understanding of the experiences of others. These courses might be added as part of a major or the core curriculum.

3. Support Scholarly Engagement

    Examples include innovative research related to diversity and inclusion from any discipline.

4. Develop Scholar-Practitioner Collaborations

    Examples include partnering with other faculty (of any rank) or staff on diversity and inclusion research; faculty and on-campus practitioners partnering to develop and evaluate programs serving diverse populations. Community engagement is strongly encouraged and should include a sustainability plan.

5. Develop Resource Toolkit
    Examples include creating usable materials for faculty or students so that best practices are replicated and circulated. Workshops may also be included.
6. Create Opportunities for On-Going Mentorship

    Examples include projects that sustain long-term relationships related to diversity and inclusion. Mentoring might be related to student and faculty retention, curriculum development supporting inclusive and diverse classroom, the tenure process, and other topics.

7. Identify Areas of Potential Collaboration to Enhance Diversity and Inclusion

    Examples include assisting with collaborations and initiatives across departments and across campus, such as grant writing, or proposing and organizing conferences or speakers.

To Apply:

Complete an [application](#) online and submit by Friday, March 29, 2024.

Note: **Please upload a brief statement of support from your department chair with your application.** A copy of an email from your Chair is acceptable as an attachment.

***You may preview the application questions below.

Questions or further information?

Contact Dr. Iona Ringgold, Assistant Provost for Diversity and Inclusion at iringgold@towson.edu.

DIFF Application Preview

*Please note that this is not the official application. Use the online link to submit your responses.

1. Biographical Sketch of the Applicant (include information on your personal or professional interest in diversity work and your preparedness for completing the project)
2. Title of Proposed Project
3. Area of focus for the project (see list on previous page)
4. Description of Project
5. Intended Participants in Project
6. The Need for the Project (include information on how the project will address issues of diversity and inclusion. This may include disability, class, age, ethnicity, race, religion, sexual orientation, gender expression, military status, or other diversity and inclusion considerations)
7. Anticipated Impact of Project
8. Methods for Evaluating the Project
9. Timeline of Project
10. Anticipated Budget of Project
11. Letter of Support

    Please attach a brief letter of support from your Department Chair. By virtue of this letter, the Department Chair is indicating that they have read and approved this faculty member's proposal for the Diversity & Inclusion Faculty Fellows Program 2024 - 2025.