

**KU Office for Diversity and Equity  
Faculty Fellow  
January 23, 2017 - June 30, 2018**

The Office of Diversity and Equity (D&E) is seeking a faculty member to serve an 18-month term as a Diversity and Equity Faculty Fellow. The Fellow will collaborate with the D&E offices and staff, the Faculty Advisory Group, the Diversity Leadership Council Workgroup, and, if possible, will occasionally attend the Provost's Diversity, Equity, Inclusion (DEI) Advisory Group to help address diversity, equity, and inclusion among students, faculty, and staff at The University of Kansas. The D&E Faculty Fellows program has two key goals:

- To develop and implement strategies that improve the advancement and success of minoritized students, faculty, and staff across KU units and departments;
- To serve as a professional development opportunity for the Faculty Fellow.

**Responsibilities**

The Faculty Fellow serves an 18-month term, which starts January 23, 2017 and ends June 30, 2018. The position is open to any tenured KU faculty member on the Lawrence campus. The fellow's responsibilities are based on the fellow's background, interests, and experiences, as well as the office's specific needs. The primary focus of the fellow's position will be to develop and implement a project related to diversifying KU's students, faculty, and staff. The D&E Faculty Fellow will serve on the Diversity Leadership Council Workgroup and attend D&E staff meetings on a regular basis.

Faculty Fellow applicants will take on a project that draws upon the faculty member's own interests and experiences to further the goals of D&E and KU. The Fellow can expect to receive some staff support and a minimal budget for this project, but the primary responsibility for the project will remain with the Faculty Fellow. *The office is interested in pursuing an initiative that would lead to the development of a Diversity, Equity and Inclusion Research Collaboration/Lab (see example at University of Wisconsin: <http://weilab.wceruw.org/about/>):*

- **Mobilizing faculty and staff** to develop a mission and goals that are aimed at developing, conducting, and promoting research that addresses the educational success and disparities impacting underrepresented and historically marginalized groups at KU.
- **Advancing the success of faculty and staff** to encourage individuals to identify collaborative workgroups around diversity, equity, and inclusion projects. This would ideally lead to securing grant funding, implementing interventions, producing publications, and disseminating information that supports researchers and practitioners.
- **Defining the institutional support** and partnerships (Research Centers and Institutes) that are needed to develop and sustain a Diversity, Equity and Inclusion Research Collaboration/Lab.
- **Promoting the recruitment and retention of diverse faculty, staff and graduate students** through collaboration and partnerships with individuals across campus, regionally, and nationally.

**Outcome:** To have a Diversity, Equity, and Inclusion Research Collaboration/Lab at KU that brings faculty and staff together to secure grant funding that diversifies majors (i.e., pipeline programs) and addresses disparities impacting the success of underrepresented and historically marginalized groups at KU.

### **Expectations and Compensation**

It is anticipated that the Faculty Fellow's time commitment will vary somewhat during a given semester, with some weeks including more time and some needing less. In Spring 2017, it is expected that a Faculty Fellow's commitment to the office will include an average of *four hours per week*, January 23 to June 30, 2018. The Faculty Fellow will be asked to attend D&E staff meetings, Faculty Advisory Group meetings, Diversity Leadership Council Workgroup meetings, and if appropriate, activities sponsored by D&E.

As compensation, the Faculty Fellow will receive a \$4,000 stipend paid during 2017 summer session and \$7,500 stipend paid during 2018 summer session. In addition to the stipend, there is also a \$1,500 yearly travel budget to attend a diversity-related conference(s) that corresponds to the project. Final results of the Fellow's project will also be presented to the D&E Team.

### **Application Process**

If you are interested, please electronically submit a curriculum vitae and a letter (three page limit) that explains your interest in the position and includes a brief project proposal.

Proposal letters should include:

- **Interest and qualifications:** a brief description of why you are interested in this particular area of diversity work and what qualifications you would bring to the position.
- **Project goal:** a description of what you hope to achieve through this project.
- **Plan:** describe your development and implementation strategy for the project, including a timeline, outcomes, and as many specific details as is feasible in the proposal stage.

Application materials should be sent to Nate Thomas, Vice Provost for Diversity and Equity, ([nathomas@ku.edu](mailto:nathomas@ku.edu)) by **5 p.m., Thursday, December 15, 2016**. The start date will be January 23, 2017.

Preference will be given to faculty members who have previous experience in improving the diversity of students, faculty, and staff, but any tenured faculty member interested in increasing the representation of underrepresented minority students, faculty, and staff is invited to apply.

If you have any questions about the Faculty Fellow position, potential projects, or the application process, please contact Nate Thomas ([nathomas@ku.edu](mailto:nathomas@ku.edu)).