

# ***DEI Faculty Fellows Program***

## ***General Information***



## **Overview**

The Chief Diversity, Equity, and Inclusion Officer (CDEIO) and Vice President for Academic Affairs and Provost invite interested faculty to apply for the **Diversity, Equity, and Inclusion (DEI) Faculty Fellows Program**. DEI Faculty Fellows work closely with the CDEIO to work on strategic initiatives dedicated to advancing diversity, equity, and inclusion at Bellarmine University.

## **Terms**

DEI Faculty Fellows serve one- or two-year terms with one course reduction (i.e., 3 hours of load) per academic term (August 15<sup>th</sup> to May 15<sup>th</sup>) with a maximum of three course reductions over a two-year period; term of fellowship is based on initial plan of study with an implementation, evaluation, and sustainability plan articulated. Compelling cases for summer appointments can also be proposed. Schools that have DEI Faculty Fellows will receive funds as appropriate to cover the costs for courses where reassignments necessitate part-time faculty. Faculty with nine-month appointments will receive stipends during summer appointments if no course reassignment is required. DEI Faculty Fellows initiatives and terms are set by the CDEIO and Provost annually. Up to four DEI Faculty Fellows will be selected during the 2023-2024 academic year.

## **Who is Eligible?**

All full-time faculty are eligible to apply (i.e., tenure-track or tenure is not a requirement for application)

## **Role and Responsibilities**

- Regularly meet with other DEI Faculty Fellows and the CDEIO throughout the experience.
- Complete a written year-end summary that includes a review of goals and objective and an assessment of the extent to which those goals and objectives were accomplished.
- Develop sustainability proposal for the continued impact of the project beyond the fellow's allotted appointment.

## **Application Details**

- Email a letter of interest and current vita or resume to Dr. Tomarra Adams at [dei@bellarmine.edu](mailto:dei@bellarmine.edu) by **5 pm on April 28, 2023**. Letters of interest should include: 1) an articulation of the initiative of interest; 2) an introduction with the qualifications and/or experiences that make the applicant a strong candidate for the initiative of interest; 3) shared initial goals and objectives for the initiative along with proposed outcome and evaluation measures; 4) a proposal for sustaining the initiative beyond the appointment of the faculty fellow's appointment, and, if applicable, 5) provide a rationale for a proposed summer appointment.
- Applicants must receive approval from their chair and dean prior to applying. A brief email or letter of support should highlight the chair and dean's support of the application and acknowledge the planning needed to cover any courses during the DEI Faculty Fellow's experience.
- DEI Faculty Fellows appointments will be finalized by **May 15, 2023**, for start by August 15<sup>th</sup>.
- Annually, the CDEIO will provide letters of documentation to demonstrate efforts by DEI Faculty Fellows to support their annual reviews and/or their rank and tenure process.

Adapted from Grand Valley State University (n.d.)