



**Request for Proposals
Multicultural Faculty Fellowship
2015-2016 Academic Year
Distribution: February 21, 2014**

Goal

The goal of the Multicultural Faculty Fellowship (MFF) Program is to increase the diversity of the faculty at the University of Rhode Island and advance issues of diversity in research and teaching within academic programs at URI. The one-year fellowship will provide post-doctoral candidates, including those who have completed a recognized terminal degree in specific disciplines (e.g., MFA, MLA, etc.), with career development opportunities in academia through mentoring, teaching and research experiences, and some modest travel support. The fellowships are intended to enrich multiculturalism in the University and the educational experience of all students, especially by bringing multicultural perspectives to the curriculum and/or department, college, and university. Through this program, we envision creating pathways for Multicultural Fellows to develop successful academic careers within URI or at other institutions of higher education. The Office of the Provost and the Division of Academic Affairs Diversity Task Force, working collaboratively with the Office of Affirmative Action, Equal Opportunity, and Diversity, will administer the program.

Description

Departments will participate in a competitive process for hiring a Multicultural Faculty Fellow who will advance the University of Rhode Island's goal of building a community that values equity and diversity. One candidate will be supported for one academic year through the Provost Office. The candidate will teach one course per semester in the sponsoring department and will be given an opportunity to pursue his/her scholarly and/or creative interests. The sponsoring department will provide mentoring, developmental opportunities, presentation opportunities, teaching assistance, opportunities to engage in department governance issues, etc. to the candidate throughout the year. There may be an opportunity for the Fellow to transition into a full-time faculty position in the department, contingent upon a favorable review of the Fellow's productivity during the apprenticeship. The faculty and chair of the department will participate in the review of the Fellow, making their recommendation to the Dean. In turn, the Dean will make a recommendation to the Provost regarding transitioning the Fellow into a full-time faculty position.

Criteria

The Provost will award one Fellowship per year and the Fellowship will be allocated to different departments from year to year. The following criteria will be used to judge proposals (no more than four pages per proposal):

1. The department must provide evidence of how the Fellowship will enrich multiculturalism in the department/college and enhance the educational experience of students, especially by bringing multicultural perspectives to the curriculum and/or to the department, college, and/or university.
2. The department must provide evidence of need for faculty resources based on strategic priorities as outlined in the Academic Affairs Strategic Plan, unit productivity, cost effectiveness, and efforts to promote innovation and quality, with careful consideration of the context of the discipline and mission of each unit.
3. The department must submit a recruitment plan for selecting the Fellow.
4. The department must submit a detailed and compelling mentoring plan for the Fellow over the course of the year.

If you need assistance in developing a proposal that addresses the above criteria, please contact Dr. Delores Walters, Associate Director, Southern Rhode Island Area Health Education Center (sriAHEC), College of Nursing (waltersd@mail.uri.edu or 4-2768). Dr. Walters is a member of the Academic Diversity Task Force, but will not serve on the selection committee.

Submission of Proposal

The department chair will forward the proposal to the dean for approval by **Monday, March 31, 2014**. The dean will select one proposal that best meets the criteria of the program and forward that proposal to the Provost Office by **Monday, April 28, 2014 (email to Beauvais@uri.edu)**. The award of the Fellowship will be made by the end of May 2014 so that the department has ample time to conduct a national search and hire a Fellow for the 2015-2016 academic year. The review committee will consist of three faculty members from the Division of Academic Affairs Diversity Task Force and the Vice Provost for Faculty Affairs, who will make recommendations to the Provost for final selection.

Application Process for Fellows

Upon award of the Fellowship, the department should conduct a national search for the Fellow consistent with hiring processes for post-doctoral fellows. At a minimum, the application materials should include:

1. A cover letter that addresses eligibility requirements. The candidate must be a U.S. citizen or legal permanent resident. In addition, the candidate must have received the doctorate (or post-terminal degree) within the last three years. The cover letter should also indicate how the candidate demonstrates a commitment to bringing U.S. racial and ethnic diversity perspectives to the department, college, and/or university.
2. Curriculum vitae
3. One-page description of scholarly and/or creative interests
4. One-page teaching philosophy
5. Three letters of recommendation from faculty members familiar with the candidate's research and teaching qualifications.