

UNIVERSITY OF NEBRASKA

INCLUSIVE EXCELLENCE DEVELOPMENT GRANTS

OVERVIEW



SPRING 2020

Diversity is “counting people,” inclusion is “about making people count.”

STEVE L. ROBBINS

Inclusive excellence requires a campus environment where a multiplicity of backgrounds and perspectives are valued and included; one that can help recruit and retain the talent needed to advance the University of Nebraska’s ability to transform lives through research and innovation. As the state’s only public university, the **University of Nebraska** best fulfills its mission by proactively promoting and supporting the creation of a diverse, accessible, and inclusive campus environment that leads to equitable outcomes and makes NU “the best place to be a student, [faculty member, and staff member].”



WHAT IS INCLUSIVE EXCELLENCE?

Developed in 2005 through the efforts of the Association of American Colleges and Universities (AAC&U), Inclusive Excellence is a research-based approach that integrates diversity and inclusion efforts into core institutional operations. For the purposes of funding these grants; diversity, inclusion and equity will be defined by the Association of American Colleges and Universities (AAC&U) guiding principles¹ used by the University of Nebraska.

DIVERSITY, INCLUSION AND EQUITY DEFINITIONS

Diversity: Individual differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations).

Inclusion: The active, intentional, and ongoing engagement with diversity in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions.

Equity: The creation of opportunities for equal access to address an achievement or success gap.



FUNDING FOCUS OF GRANTS

In support of the Inclusive Excellence Development Series, the Inclusive Excellence Development Grants provide system-level support for initiatives that advance diversity, access and inclusion and lead to equitable outcomes in three priority areas: Campus Climate, Student Recruitment and Retention, and Faculty and Staff Recruitment and Retention. Grants will be offered during two funding cycles per calendar year, as funds are available.

PRIORITY AREAS	CORRESPONDING INCLUSIVE EXCELLENCE FRAMEWORK	NU CORNERSTONES
Campus Climate	Campus Climate and Intergroup Relations	Best place to be a student [faculty member, staff member]; win with people
Student Recruitment and Retention	Access and Success	Best place to be a student
Faculty (P&T) and Staff Recruitment and Retention	Access and Success	Best place to be a student [faculty member, staff member]; win with people

FUNDING OPPORTUNITIES

Eight grants of up to \$3,000 each will be offered during two funding cycles per calendar year through the Office of Diversity, Access, and Inclusion as private funds are available (a total of \$24,000 annually). Grants are designed to strengthen existing or facilitate new diversity, access and inclusion initiatives, programs or activities as well as facilitate intra-campus collaboration.

CRITERIA AND ELIGIBILITY

Access: Inclusive Excellence Development grant funds are available to any faculty or staff campus group, department, office, division or academic unit that seeks to deliver diversity, access, and inclusion efforts.

- Faculty must be full-time. All full-time, non-tenured, tenure track and tenured faculty are welcome to apply.
- Staff must be full-time permanent employees.

Collaboration: Only initiatives and projects that result in collaboration across campus groups, offices, or departments/divisions will be considered. Collaboration may also include external University partners.

Limitations: Only projects that are free and open to the University community will be funded. Funding cannot be utilized for off-campus travel or to support salaries.

Examples: Examples of initiatives, programming or activities may include but are not limited to: diversity and inclusion professional development offerings, recruitment and retention efforts (faculty and staff), the development of inclusive pedagogies, diversity curriculum infusion, and activities that foster intergroup relations and dialogue across differences.



APPLICATION EVALUATION CRITERIA

All project/initiative proposals will be evaluated based on the following criteria:

1. Completion and clarity of application
2. Relevance to priority areas and outcomes **(listed on page 2)**.
3. Project design and implementation plan (theoretical framework, needs assessment, expected outcome and campus impact evaluation)
4. Reasonable budget and realistic estimation of costs
5. Evidence of collaboration across groups, department, divisions or university partners with a corresponding diversity and inclusion goals and objectives.
6. Initiatives should implement measures to ensure that programs and activities are accessible to and useable by persons with disabilities.
7. Evaluation tools in place to measure effectiveness of process and outcomes, and a definition of what constitutes success for the initiative.
8. Information confirming that the activities proposed are appropriately inclusive.

**Note that the selection committee reserves the right to reject any or all proposals submitted or award partial funding. Funding is made at the sole discretion of the Office of Diversity, Access and Inclusion.

Selection Process

The Associate to the President for Diversity, Access and Inclusion will create a selection committee, comprised of members who have a demonstrated commitment to diversity and inclusion to review all grant applications.

OUTCOMES, PROGRESS REPORTS, AND REPORTING PERIOD

- A brief initial report is due within the first three months of the project or initiative.
- Awardees are required to submit a final outcome report no more than 60 days following the completion of the program, activity or implementation of the initiative which must be completed within one calendar year. Failure to do so will prevent future consideration of funding for Inclusive Excellence Development Grants and associated partners.

Outcome Report should include the following:

- Overview of major activities
- Results – findings, developments, conclusions
- Key outcomes and/or achievements
- How the project has resulted in increased impact or capacity in the identified priority area(s)
- Final budget expenditures and supporting documentation

AWARD AND APPLICATION TIMELINE

Deadline Dates for Spring 2020

- 03/13/20: Call for Proposals
- 06/24/20: Proposals Due by 5 p.m.
- 07/10/20: Grant Awards Announced
- 07/13/20 - 08/17/20: Funds Transferred

Applicants must submit an electronic copy of the completed proposal (in PDF or Word format) to the Office of Diversity, Access, and Inclusion via email to diversity@nebraska.edu by 5:00 p.m. on Wednesday, June 24, 2020. Late or incomplete applications will not be considered.

For more information, please contact Stancia Jenkins, Associate to the President/Assistant Vice President for Diversity, Access and Inclusion via email at sjenkins@nebraska.edu.



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