

Request for Proposals

Tilford Incentive Grants

Infusing and Assessing the Tilford Multicultural Competencies in the Academic Curricula at Kansas State University

Proposal Deadline: December 1, 2009

Introduction

Kansas State University is committed to promoting diversity and excellence. The university's strategic plan includes a major theme of "enhancing a diverse multicultural environment." Accomplishing this objective will require the university to examine the current content and pedagogy used in the curriculum of each degree program, and to implement policies that can facilitate the transformation of these curricula to include and assess the Tilford Multicultural Competencies.

In keeping with the seventh theme of the university's strategic plan for 2008-2012, the Tilford Group initiatives will provide an opportunity to faculty and staff to help increase the multicultural competency of students at Kansas State University. It is the intention that the education students receive at Kansas State will "foster student learning and development through involvement that enhances individual character, a sense of community, and respect for diversity."

Kansas State University's Tilford Group has been instrumental in leading the charge to promote multicultural competency development. This is defined as the collective process through which university personnel help students learn the knowledge, personal attributes, and skills necessary to live and work in a diverse world.

To learn more about the Tilford Group and to review the multicultural competencies, go to the Tilford Group's website at <http://www.ksu.edu/tilford>. The Office of the Provost, with financial support from all academic deans, will fund Tilford Incentive Grants for tenured and tenure-track faculty and instructors. These awards will be made at the end of the Fall 2009 semester. Selected recipients, individual and team members, will be recognized as **Tilford Fellows**.

Grants will be awarded for variable amounts, with a maximum of \$2,000 for individuals and \$4,000 for interdisciplinary teams. Approximately \$40,000 has been designated for funding the Tilford Incentive Grants.

Purpose

The goal of this program is to encourage the infusion and assessment of the Tilford multicultural competencies within the educational experiences of our students. The Tilford Incentive Grants will support multicultural competency development projects ranging from those in incubation stages to those with ideas, materials, and analyses ready to be shared with the academic community.

Proposals are invited to develop new ways or to enhance already existing strategies to infuse and assess multicultural competencies within the students' educational experience. For example, proposals for Tilford Incentive Grants could encompass the following:

- a. redesign a curriculum at the course/departmental level;
- b. develop multicultural teaching and learning materials, assignments and assessments;
- c. investigate disciplinary practices that foster multicultural service learning opportunities;
- d. expand interdisciplinary practices for teaching and learning in a multicultural context.

Proposals should be specific about the nature of the activities to be undertaken with grant support and the Tilford Multicultural Competencies or other diversity outcome-based competencies to be utilized. Priority will be given to those proposals that directly influence curriculum transformation. Evidence of appropriate consultation with, and an endorsement from, departments or interdisciplinary programs should be included.

Eligibility

Awards are available to all tenured and tenure-track faculty and instructors. Applications may be submitted by individuals, teams within a department/program, or by an interdisciplinary instructional group collaboratively pursuing common interests. To ensure institutional commitment, applicants must provide a statement of endorsement from their immediate supervisors, department heads, or program directors.

Selection Criteria:

A panel with knowledge and experience in multicultural competency development will be established by the Tilford Group to review proposals. The panel will use the following selection criteria:

- * Contribution to students' development of multicultural competency development through curriculum and instruction
- * Clarity and appropriateness of project objectives
- * Reasonableness and specificity of assessment plan
- * Demonstrated understanding of multicultural competency development process, theories and practices
- * Sustainability of project (e.g., provisions for a course to be taught again, for a faculty development endeavor to be advanced yearly, and for increased numbers of students to engage the ideas central to the project).

Tilford Fellows will:

- Meet two times during the project year in workshop sessions coordinated by the Tilford Group to share challenges, resources, ideas, and findings.
- Present their project to the Tilford Group and the university community (e.g., swap session, power-point presentation or panel discussion, etc.) Electronic presentations will be posted on the Tilford website. Any information may be used to develop a video about infusing and assessing multiculturalism in the curriculum, and/or to develop model demonstration projects, which can be shared with the entire campus.
- Collaborate with DOW/Multicultural Resource Center and subject librarians and the Center for the Advancement of Teaching and Learning (CATL) on the content and pedagogy of multicultural teaching.

Application Package

The application package is available online (<http://www.k-state.edu/tilford/RFPTilfordIncentiveGrants.htm>) and must include the following materials. Please submit double-spaced documents with 1” margins.

1. Application Cover Sheet: (available online)

Include name, title, campus address, email address and telephone number of applicant(s); project starting and ending dates and the funding amount requested.

2. Description of the project: (2-3 pages)

Include the project objectives. Specify the multicultural competencies your project will address, the content to be infused, and assessment strategies. Describe how your work could serve as a model or could be adapted by others.

3. Timeline: (1 page)

Specify the proposed timeline (not to exceed one calendar year). Outline the project stages. Indicate plans for the project beyond grant funding.

4. Budget: (1 page)

Describe, itemize and justify how the funds will be used for the project (e.g. course release, support staff, materials). Funds cannot be used for faculty salaries, equipment and conference travel.

5. Statement of Support:

Your immediate supervisor, department head, or program director must submit an endorsement of the project and a commitment to maintaining the outcomes after the grant funding ends.

Questions

For additional information, please contact:

Suzy Auten

Administrative Assistant

116 Anderson

suzy@ksu.edu

532-6224

BOTH PRINTED AND ELECTRONIC VERSIONS ARE REQUIRED.

Applications must be submitted by 5:00 pm, December 1, 2009.

The printed version should be submitted to:

Review Committee -Tilford Incentive Grants

(c/o) of Suzy Auten

116 Anderson Hall

CAMPUS

The electronic versions should be submitted as email attachments:

Subject Line: Tilford Incentive Grants

Send to: suzy@ksu.edu

*Faculty Incentive Grants proposal guidelines adapted from the Regents of the University of Minnesota, Twin Cities, Center for Teaching and Learning Services, 2004.