



2019 Collaborative Diversity, Equity, and Inclusion (DEI) Educational Development Fellows Program

Dear POD Colleagues,

The Professional and Organizational Development Network in Higher Education (POD)'s Diversity Committee enthusiastically invites proposals for the **2019 Collaborative DEI Educational Development Fellows Program**, formerly the Educational Development Internship Program. The purpose of this fellowship is to provide funding up to \$5,500 to support initiatives that provide meaningful collaborative experiences for new educational developers to engage in a broad introduction to the field of educational development and advance diversity, equity, and inclusion work within the field. This initiative highlights and supports the alignment of the DC mission with POD's new strategic priority to increase the sustained participation of individuals from historically underrepresented groups and underrepresented institutions in the field of educational development. Fellowships will be awarded to pairs or teams involving at least one experienced POD member (mentor) and one person new to POD and/or educational development (fellow). Mentors and fellows will work together on their proposed project, providing impactful engagement within the field of educational development.

Additionally, we are piloting one fellowship that supports cross-institutional projects. The fellowships will support cross-institutional capacity and community building around educational development work in the areas of diversity, equity, and inclusion. Fellowships will be awarded to pairs or teams involving at least one experienced POD member (mentor) and one person new to POD and/or educational development (fellow). Institutions involved in the project will share up to \$12,000, divided between each institution. A maximum of \$500 of each fellowship can be used for cross-institutional travel, unless travel is otherwise central to achieving the objectives of the project. The multi-institutional educational development fellows will form a cohort to discuss the implementation of their projects, including relevant research in the area of diversity, equity, and inclusion. We encourage the fellows and their mentors to visit each other's institution in person at least once during the fellowship time period. Competitive projects will demonstrate a commitment to shared knowledge rooted in practices developed at these underrepresented institutions.

The goals for the Collaborative DEI Fellows Program are to:

1. Facilitate collaboration between current POD members/experienced educational developers and people new to the field or institutions and communities not traditionally represented in POD.
2. Support the development of a project rooted in POD's diversity and inclusion [strategic priority](#), which will further educational development at one or more institutions.
3. Encourage sustained engagement with educational development and the POD Network.
4. Support the attendance of new members at the 2019 POD Conference in Pittsburgh, Pennsylvania, on November 13-17, 2019 (start of the fellowship) or attendance at the 2020 POD Conference (end of the fellowship).

Eligibility Criteria:

POD Diversity Committee welcomes applications from all institutions and individuals. However, because of the demographic profile of POD as an organization and the strategic priorities about diversity, equity, and inclusion noted above, we particularly encourage applications that provide opportunities for individuals or institutions historically underrepresented in higher education to advance work in diversity, equity, and inclusion related to the field of educational development.

All applicants must meet the criteria for eligibility (listed below) with priority preference given to:

- persons from historically underrepresented groups including, but not limited to: individuals who identify as racial and/or ethnic minorities (as defined within the US context); lesbian, gay, bisexual, or transgender individuals; and individuals with disabilities.
- individuals from traditionally underrepresented institutions including, but not limited to, the following: Historically Black Colleges and Universities, Native American Tribal Colleges, Hispanic-Serving Institutions or Hispanic Area Colleges and Institutions, Minority-Serving Institutions (or those aspiring to become MSI's, and community colleges.
- applicants who would join POD and contribute to its mission over the long term with particular interests related to social justice and diversity, equity, and inclusion (writ large) in educational development.

Evaluation Criteria:

**Please note that you will need an institutional letter of support to submit with this application. You can review a PDF version of the application [here](#).

As articulated in the application questions, applicants must address all of the following:

- the mentor's connection with and commitment to POD;
- the fellow's experience in and career goals related to educational development;
- how the mentor will support the fellow in gaining a broad understanding of the field of educational development;
- a professional development and/or career plan relating to educational development that has the goal of sustaining the fellow(s) beyond the duration of the fellowship;
- anticipated contributions of the proposed fellowship to DEI within the applicants' institution/s, the POD network, and the broader field of educational development; and
- budgetary needs and any other potential support (financial or otherwise) applicants' will receive relevant to the work outlined in this application.
- Institutional support for the project, as demonstrated through a brief letter by someone connected to the mentor's work

Cross-institutional project applications must also clearly articulate:

- how the project will build capacity and community around issues of DEI in the field of educational development
- how the project will draw on shared knowledge and expertise from all institutional partners
- explanation of how fellowship funds will be used to advance collaborative DEI work across institutions

The grant award will be allocated in two ways:

1. Up to \$5,500 will be awarded to a single institution to fund a fellowship program;
2. Up to \$12, 000 will be available for a cross-institutional fellowship project that involves up to three institutions. Of these funds, a maximum of \$500 of each fellowship can be used for cross-institutional travel, unless travel is otherwise central to achieving the objectives of the project.

Timeline for Proposal Submission and Funding:

- deadline for submission– **Wednesday, July 31st, 2019 by 5 p.m. EDT.** Application can be found here: <http://bit.ly/DEIFellows>
- notification of funding–by **August 15th, 2019**
- fellowship timeframe–Academic Year 2019-2020
- attend POD Conference this year–November 13-17, 2019–or attend the 2020 POD Conference

Fellowship recipients and their collaborators are expected to:

- Attend the 2019 POD Conference in Pittsburgh, Pennsylvania, or attend the 2020 POD Conference. At the conference, they are expected to attend the Diversity Committee's Annual Business Meeting and are encouraged to attend diversity-related POD sessions.
- Present their project / initiative through either a poster presentation or a roundtable.
- Share the outcomes of their work in a final report to the Diversity Committee.
- Acknowledge the POD Network in any publications, presentations, reports, or webpages about the initiative. Specific language for such acknowledgements will be provided in the award letter.
- Participate in assessments by the Diversity Committee related to the fellowship. These assessments help support POD's strategic goal of promoting evidence-based practices.

Sample Projects

Below are links to proposals for previously awarded projects. Please note that these are examples of the type of work the grant has supported; it is not a template for the kind of projects that the committee will support. In fact, we welcome new ideas that support the committee's mission of diversity, equity, and inclusion in educational development. Please also note that though its name has changed, the goals of the fellowship have remained the same as those for the below proposal.

- [Berea College, Center for Transformative Learning, 2015](#)
- [Florida International University: Center for the Advancement of Teaching, 2017](#)
- [University of New Mexico, School of Medicine, 2016](#)

How to Apply

- Complete and submit the application by **July 31, 2019 by 5pm EDT**. Due to time constraints, no late proposals will be reviewed.
- Application and instructions are available at <http://bit.ly/DEIFellows>
- Questions? Contact Dan Guberman or Derisa Grant at diversity@podnetwork.org.

We look forward to receiving your proposal! And we invite your questions and requests for additional information.