



Diversity and Inclusive Excellence Incentive Grant Fund

Clemson University respects the unique character and inherent worth of each individual in the University community. The University benefits from the diversity of its community, academic curricula, programs, co-curricular activities, and events. The Diversity Incentive Fund has been established to further diversity and inclusive excellence, and prepare students to be productive citizens and effective leaders in a global society.

Grants from this Fund are awarded annually to individuals or organizational units that submit a proposal for an activity, program, or project that promotes justice, equal opportunity, intercultural understanding, diversity, equity, or climate enhancement. Successful proposals will encourage appreciation, respect, and understanding among individuals and groups regardless of gender identity, ethnic group identification, age, national boundaries, racial identification, religion, sexual orientation, cultural background, disability, or other factors.

Purpose

The Diversity and Inclusive Excellence Fund is intended to encourage and support faculty and staff members to create new opportunities for constructive interaction and cross-cultural learning. The primary goal of this initiative is to enhance **student learning**.

This fund is not intended to support ongoing programs, research projects, individual projects, international travel, or conference attendance, or merely to enhance staff or faculty salaries.

Eligibility

Eligible applicants are any full-time faculty member or permanent staff member. Individuals on a termination notice, or who have given notice, are on leave of absence or sabbatical, are not eligible.

Project Criteria

1. TEACHING

Funding in this category supports course-related expenses or activities that directly impact students. Instruction in this category is primarily for classrooms but may also provide support for seminars, workshops, institutes, lectures, performances or conferences held on the Clemson main campus. Since diversity funding is considered seed money, priority will be given to projects that are foreseeably sustainable without further support from the Diversity and Inclusive Excellence Grant Fund.

2. TRAVEL

Funds are available to support active learning opportunities that directly benefit students. Travel for individuals to attend professional conferences or other professional gatherings is not eligible for funding support. Group travel may be eligible for funding, provided that it demonstrably benefits student learning.

Grant funds cannot be used for international travel. The expense of a proposed trip compared to its potential impact is an important consideration.

Anticipated Outcomes

The core mission of the Diversity and Inclusive Excellence Grant Fund is to support activities that will positively impact the Clemson campus particularly by creating a more positive campus climate and multi-culturally and globally competent student body regarding diversity topics.

Eligible projects are those clearly designed to measurably enhance students' skills or competence in one or more of the following categories:

- Promoting understanding and facilitating cooperation among and between groups
- Reducing suspicion and tension among and between various populations on campus
- Enhancing students' appreciation of, and ability to work with, individuals or groups from other nations, religions, or cultures
- Providing data, using generally accepted research techniques, on such topics as
 - Enhancing recruitment and retention of applicants or students from under-represented groups
 - Improving the educational experience of students from under-represented groups
 - Bringing persons from marginalized populations into the mainstream of the Clemson community
 - Increasing or enhancing successful mentoring relationships
 - Integrating inclusive excellence into the fabric of the Clemson community
 - Improving groups' or individuals' self-awareness and self-esteem without detracting from the experience of other individuals or groups
- Other topics or areas closely related to enhancing intercultural competence, global awareness, or inclusive excellence

Proposal Requirements and Format

1. PROJECT DESCRIPTION

An applicant must submit a description of the proposed activity, course, seminar, workshop, etc. This description should also include a discussion of the expected outcomes, impact or results of the activities outlined in the proposal. The description should also present benchmarks and a clear assessment plan for determining the impact of the proposed project.

Narratives should not exceed five double-spaced pages, excluding the budget.

2. BUDGET

A detailed itemized budget must be included with the proposal. No funds can be used to purchase equipment, food or beverages. However, films, video, music, or software may be purchased if there is a clear, need and direct benefit to the activity or project.

3. SELECTION CRITERIA

The selection process is based on the following criteria:

1. **Clearly defined relationship to one or more of the “Anticipated Outcomes”** (above)
2. **Innovation** - proposal of a pro-active initiative, activity, program, event or course that enriches the overall quality of the university community
2. **Leadership** - an activity or program that enhances the university community and is likely to increase the prestige of the institution, while positively influencing students
3. **Impact** – likelihood of positively affecting a broad population by contributing to campus climate through the promotion of equity, understanding, cooperation, and mutual respect for all people through activities, programs, practices, procedures, or other means
4. **Efficiency** - effective use of collaboration or the efficient coordination of existing resources to support the initiative
5. **Feasibility** - likelihood that the proposed activity, program, project or event will be successfully implemented
6. **Assessment** - benchmarks and assessment tools by which the proposed activity will be evaluated

Awards will be announced in the summer for the fall semester.

Selection Committee

The Chief Diversity Officer will appoint a panel to review proposals.

Final Report

A concise, thorough written report is due to the Office of Inclusion and Equity within 30 days of the conclusion of the project or activity. The report should analyze the activity’s impact, identify participation levels, and document outcomes. Eligibility for further funding depends on meeting this requirement.

Incentive Fund

Incentive funds will ordinarily range from \$1,000.00 to \$5,000.

Send proposal to:

Office of Inclusion and Equity
Clemson University
103 Sikes Hall
Clemson, SC 29634
or email
ldoss@clermson.edu

Application Deadline: Friday, June 16, 2017 at 4:30pm