

# Request for Proposals

## Tilford Incentive Grants

Infusing and Assessing the Tilford Multicultural Competencies  
in the Academic Curricula at Kansas State University  
Proposal Deadline: Friday, October 28, 2016

### Introduction

Kansas State University is committed to promoting diversity and excellence. Prominently displayed in K-State's mission statement are the words, "The University embraces diversity."

Additionally, the university's strategic plan, K-State 2025, describes the institutional aspirations and goals and provides a vision for the future, and interwoven throughout are statements supporting diversity initiatives.

- All Undergraduate students engaged in a **diversity** of experiences that expand their viewpoint.
- Increased numbers and **diversity** of faculty and staff participating in Engagement
- Superior and **diverse** faculty recognized for teaching excellence
- Successful recruitment and retention of talented and high performing, **diverse** workforce
- Talented and high performing, **diverse** workforce recognized for excellence and award-winning faculty and researchers

The Thematic Goals of K-State 2025 also address diversity:

- Graduate Scholarly Experience: Advance a culture of excellence that attracts highly talented, **diverse** graduate students and produces graduates recognized as outstanding in their respective professions.
- Faculty and Staff: Foster a work environment that encourages creativity, excellence, and high morale in faculty and staff, responds to changing needs, embraces **diversity**, values communication and collaboration, and is respectful, trusting, fair, and collegial for all.
- Undergraduate Experience: Build a connected, **diverse**, empowered, engaged, participatory culture of learning and excellence that promotes undergraduate student success and prepares students for their professional, community, social, and personal lives.

The Tilford Group of Kansas State University has been instrumental in providing leadership to promote multicultural competency development, 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://tilford.k-state.edu/>.

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.

## **Tilford Incentive Grants**

In keeping with the Visionary Plan for 2025, the Tilford Group initiatives provide an opportunity for faculty and staff to increase the multicultural competency of students at Kansas State University.

The Office of the Provost, with financial support from all academic deans, funds Tilford Incentive Grants for tenured and tenure-track faculty and instructors. These awards will be made at the end of the fall 2014 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.

### **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 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.

We invite proposals to develop new ways or to enhance already existing strategies to infuse and assess multicultural competencies within the students' educational experience. Examples of proposals for Tilford Incentive Grants could encompass the following:

- Redesign a curriculum at the course/departmental level.
- Develop multicultural teaching and learning materials, assignments and assessments.
- Investigate disciplinary practices that foster multicultural service learning opportunities.
- Expand interdisciplinary practices for teaching and learning in a multicultural context.

Proposals should be specific in detailing the nature of the activities to be undertaken with grant support and the Tilford Multicultural Competencies or other diversity outcome-based competencies.

### **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**

In consultation with the Office of Diversity, the Teaching & Learning Center of Kansas State University will select a panel of faculty and/or staff with knowledge and experience in multicultural competency development 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).

## Commitment Required of Tilford Fellows

- Meet two times during the project year in workshop sessions/retreats coordinated by The Teaching & Learning Center of Kansas State University to share challenges, resources, ideas, and findings.
- Present project to the university community (poster session, power-point presentation, panel discussion, participation in a scholarly program). Electronic presentations are highly encouraged and will be posted on the Center for the Advancement of Teaching and Learning website and the Tilford Group Website. Any information may be used by the Tilford Group to share knowledge about infusing and assessing multiculturalism in the curriculum, and/or to develop model demonstration projects, which can be shared with the campus or other interested institutions of higher education.

## Application Package

The application package is available online

<http://tilford.k-state.edu/incentive-grants/Tilford%20grant%20APPLICATION%202016.pdf> and must include the following materials. Please submit double-spaced documents with 1" margins.

- **Application Cover Sheet:** (available online – and attached )  
Include name, title, campus address, email address and telephone number of applicant(s); project starting and ending dates, and the funding amount requested.
- **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
- **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.
- **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.
- **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:

Dr. Zelia Wiley, Interim Director, Office of Diversity (zwiley@k-state.edu)

Dr. Jana Fallin, The Teaching & Learning Center of Kansas State University (jfallin@ksu.edu)