# TIDE AMBASSADORS FACULTY FELLOWSHIP

# Teaching for Inclusiveness, Diversity & Equity

# APPLICATION FORM – TO BE COMPLETED BY THE APPLICANT

**PART I: FELLOWSHIP INFORMATION**

The Center for Teaching & Learning (CTL) welcomes applications from all full-time faculty for the 2021-2022 faculty fellowship program, **TIDE Ambassadors (Teaching for Inclusiveness, Diversity & Equity)**. Throughout the program year, participants will explore how they can enhance students’ learning and academic success across cultural, social, and learning differences by adopting a strength-based, inclusive approach to teaching and learning grounded in the value of diversity. Experiential, collaborative, and reflective learning are integral elements of the TIDE program.

As **TIDE** **Ambassadors**, participants will take what they learn from their experiences with the fellowship program to enhance their teaching practices, as well as to develop a project through which they will share their growing expertise and contribute to the dialogue about and practice of teaching for inclusiveness, diversity and equity at the departmental, school/college, or campus-wide levels.

TIDE Ambassadors continue to support the University’s diversity, equity and inclusion efforts beyond the fellowship year through the work they do in their programs, departments, or colleges and by supporting CTL diversity, equity and inclusion programming.

The TIDE Ambassadors program responds to the UMass Diversity Strategic plan and recognizes the vital role faculty fulfillin creating an inclusive and equitable college experience for diverse students. It acknowledges the potential of faculty functioning as catalysts for change through intensive professional development of faculty across disciplines and career stages.

**Program Goals**

The overarching purpose of the program is to establish a learning community that offers participating faculty fellows sustained opportunities to engage with and support each other as well as to learn together so that they are able to develop the knowledge and skills to share this learning with the UMass community. Experiential, collaborative, and reflective learning are integral elements of the TIDE Ambassadors Program.

Throughout the fellowship year, participants:

* Engage in reflective practices, developing self-awareness and sharing their own experiences, successes, failures, and concerns with inclusive teaching and engaging students with diversity-related topics.
* Engage in experiential learning activities to gain experience with inclusive and equitable teaching practices.
* Explore scholarship, theoretical frameworks, and various perspectives to build and enhance their capacity to teach diverse students inclusively and equitably.
* Participate in discussions, considering insights from relevant literature and exchanging ideas on how one can use inclusion and equity models to support deeper and more respectful learning.
* Develop a library of resources.
* Put into practice what they learn to their own course design and pedagogical practices, reflect on this, and gain feedback from peers and facilitator.
* Set goals for continued improvement.
* Identify and carry out a TIDE Ambassadors project through which they will share their experiences and knowledge.

**Fellowship Components**

During the 2021-2022 academic year, TIDE Ambassadors will:

* Attend an intensive introductory institute in May 2021. Depending on the pandemic situation, the institute will either be offered in person from May 19 – May 21, 2021 (WE-FR, 9AM-4PM each day) OR virtually to be split up into shorter sessions offered throughout the weeks of May 12 – May 21, 2021.
* Attend eight monthly 2-hour cohort meetings throughout the academic year: August – December, February - April, with readings and assignments in between (approximately 2 hours of work between meetings). The proposed days/times for the semester meetings are: every first Friday of the month from 12:30PM – 2:30PM.
* Attend at least one event offered as part of the CTL Teaching & Diversity Professional Development Series per semester.
* Attend a half-day intensive institute (9AM-2PM) in January 2022. Date to be determined by the group.
* Attend a day-long final retreat (9AM-4PM) in May 2022.
* Agree to take what they learn from the experience into their classrooms, field-testing some of the new teaching practices and strategies, and reporting back to the group.
* Develop a project through which the fellow will share aspects of their learnings at the departmental, school/college, or campus-wide level.
* Provide feedback on their program experience before the January session and after the final May session.

**Fellowship Compensation**

Participating in the TIDE Ambassadors Fellowship is a rewarding and rigorous experience. In recognition of the commitment necessary to participate in the TIDE Ambassadors program, the Center for Teaching & Learning will provide $1,500 of GOF funds that faculty fellows can use for their further professional development. These funds will be transferred to the Ambassador's department GOF fund in two installments. The first transfer will be made in September of the fellowship year after successful completion of the intensive introductory institute in May 2021 and the August 2021 session.

**Eligibility**

CTL is soliciting applications of faculty members who meet the following criteria when the fellowship year begins in May 2021:

* Full-time position. The fellowship is open to non-tenure track (with the exception of short-term hires) and tenured/tenure-track and faculty.
* Demonstrates high interest in developing capacity for teaching diverse students in inclusive and equitable ways.
* Potential for making a positive impact on the teaching culture in the home department, school/college, and/or broader campus community.

Faculty at all stages of experience in teaching for inclusiveness, diversity and equity are encouraged to apply. Faculty from historically underrepresented groups are strongly encouraged to apply.

**Application Process & Deadline**

Eligible faculty members can apply directly by submitting an application form via email to [khelmer@umass.edu](mailto:khelmer@umass.edu) by **Monday, January 25, 2021.** The application includes responses to the following (not to exceed three pages):

* Information about teaching responsibilities, prior trainings/participation in professional development programs and any other activities/work related to issues of diversity and inclusive teaching.
* Reflection about how issues of diversity, inclusion and equity have emerged in the applicant’s discipline or courses taught and what challenges and questions the applicant wants to explore as part of the fellowship.
* Envisioning how the applicant will contribute to the dialogue about and practice of teaching for inclusiveness, diversity and equity in their department, college and/or the wider UMass community after the fellowship year ends.

CTL staff will review the applications and select 10 TIDE Ambassadors by March 2021. Pending the volume of nominations, the selection committee may request in-person interviews with semi-finalists only. Fellows will reflect a wide range of experiences and interests in teaching for diversity, inclusion and equity as well as a range of departments and disciplines.

**Questions**

If you have any questions, please contact Kirsten Helmer: [khelmer@umass.edu](mailto:khelmer@umass.edu).

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**PART II: APPLICANT INFORMATION**

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Name of Applicant Department

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Rank

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Email Address Phone Ext.

**Please respond to the following questions.**

1. Why are you interested in becoming a TIDE Ambassador?
2. What are your current teaching responsibilities? What courses will you teach during the fellowship year? Please include course names and numbers.
3. Please list prior trainings/participation in professional development programs related to issues of diversity and teaching.
4. Please list any other activities/work that you have done related to issues of diversity and teaching.
5. How have issues of diversity, inclusion and equity emerged previously in your discipline or courses you have taught? What are some of the challenges you have encountered and questions which you want to explore as part of the fellowship? What do you enjoy most about teaching for diversity, inclusion and equity?
6. How do you envision contributing to the dialogue about and practice of teaching for inclusiveness, diversity and equity in your department and/or college after your fellowship year ends?

**APPLICANT’S COMPLETED “PART II” NOT TO EXCEED 3 PAGES**

**(single-sided, 12-point font, 1” margins)**

**Please email your application to** [**khelmer@umass.edu**](mailto:khelmer@umass.edu) **no later than Monday, January 25, 2021.**