REQUEST FOR PROPOSALS
R-EDGE Proposal Development Program: Diversity, Equity & Inclusion (DEI)

Submission Deadline: Monday, January 30, 2023, 11:59pm PST

Background

Cal Poly is committed to the teacher-scholar model in which faculty integrate excellence in teaching with excellence in research, scholarly and creative activities. The teacher-scholar model enables faculty to fulfill the CSU mission as an institution committed to quality undergraduate and graduate education, to the advancement of knowledge through basic and applied research, to the enrichment of society through creative activities in the arts and humanities, and to serving our community. Research, Economic Development & Graduate Education (R-EDGE) proactively strives to create an inclusive, equitable and diverse environment in which the professional development, scholarship, research, and creative accomplishments of faculty, students and staff are encouraged, rewarded and valued both on campus and at the local, state and national levels. Together, we foster and support the on-going growth and work of students, teacher-scholars, researchers and professionals.

Teacher-Scholar Model

At Cal Poly, the teacher-scholar model is the embodiment of Learn by Doing for faculty. The teacher-scholar model acknowledges the importance of engagement in continuous learning in one’s field as a qualification of teaching. It enables faculty to continuously develop new knowledge, integrate scholarship into the learning process, and innovate industry-relevant curriculum. The teacher-scholar model puts students at the center of experiential learning. Students benefit from a vibrant learning environment when faculty are provided the time to pursue continued professional and intellectual growth through engagement in research, scholarship and creative activity. The Cal Poly framework for the teacher-scholar model, adopted by the Academic Senate in AS-725-11 Resolution on Defining and Adopting the Teacher-Scholar Model, is based on Ernest Boyer’s classification of scholarly activity:

- **Discovery** - the pursuit of inquiry and investigation in search of new knowledge; original research, scholarship and creative activities that advance knowledge or the state of the art.
- **Scholarship of Integration** – synthesizing knowledge and making connections across disciplines.
- **Application** – leveraging disciplinary and professional expertise to address the industry/societal issues of the times in a dynamic process.
- **Teaching/Learning** – transmitting, transforming and extending knowledge; systematic study of teaching and learning processes.

Additionally, the scholarship of engagement connects discovery, integration, application, teaching and learning to the understanding and solving of pressing social, civic, and ethical problems. For more information, visit Cal Poly’s Teacher Scholar Model webpage.

Extramural grant funding facilitates faculty engagement in research, scholarly and creative activities by supporting direct project costs, faculty compensation, student stipends, and other related expenses, while advancing our commitment to the teacher-scholar model. Faculty at primarily undergraduate institutions must balance competing demands with relatively high teaching loads. Faculty consistently report time constraints as a barrier to their ongoing engagement in deep and meaningful scholarly pursuits. The R-EDGE Proposal Development Program has been designed to provide assigned time and/or additional compensation to support faculty in the preparation and resubmission of external funding proposals.

Synopsis of the Program

The R-EDGE Proposal Development Program: Diversity, Equity & Inclusion (DEI) is intended to support the teacher-scholar model while fostering the production, dissemination, and implementation of DEI-related knowledge and efforts. This program solicits proposals that enhance goals related to DEI, either through transformative knowledge production, broader impact or both (see rubric for evaluation criteria). We do not anticipate funding proposals with only short-term impacts that do not contribute to the broader literature and programmatic findings for enhancing inclusivity. Appropriate project submissions will have the potential to advance knowledge through basic and applied scholarship that contributes to knowledge about DEI efforts in innovative ways. The program seeks to support campus initiatives by providing up to 8 WTUs of assigned time at the
replacement rate and/or additional compensation along with specific proposal development guidance from the Hanover Research group. Statistics indicate that incorporating feedback from grant consultants increases the odds of success when applying for external funding. If selected for this opportunity, your materials will be shared with Hanover to initiate this process. Upon award notification, in preparation for proposal submission through the relevant R-EDGE pre-award office, participants should submit the Pre-Award Proposal Initiation Form. Awards made through this program must result in a fully developed DEI-related proposal submission to an external sponsor that allows public dissemination of knowledge produced and allows for a minimum of 15% F&A to be included in the sponsor budget with the expectation that Cal Poly’s full F&A rate of 38.5% is used whenever allowed by the sponsor. Awardees who fail to meet the expectations of this program jeopardize their eligibility for funding from future internal award programs.

The R-EDGE Proposal Development Program: DEI is expected to fund the development of up to 10 proposals across the university. The program will provide each awarded project with a maximum of either: 8 WTUs of assigned time at the replacement rate; 4 WTUs of assigned time at the replacement rate and $9,000 in additional compensation; or $9,000 in additional summer compensation. Assigned time should be taken in Fall quarter 2023 and additional compensation should be taken during summer 2023. Proposals are expected to be submitted to the external sponsor by June 2024.

Eligibility

All faculty unit employees are eligible to compete for funding, including lecturers, tenure-track, and tenured faculty. Awards are provided only to those who hold current appointments in academic years 2022-2024; exceptions may be granted but require review by the R-EDGE Office of the Vice President and the Dean of the respective college. Applicants may only apply to one Proposal Development Program in any award cycle. Awardees will remain eligible for other R-EDGE internal programs (e.g. RSCA). If you have any questions about eligibility requirements, please email research@calpoly.edu.

Support will be provided to develop DEI-related external funding proposals that meet all the following criteria:

- Submitted to a federal, state, or nonprofit sponsor
- Submitted to a sponsor that allows public dissemination of knowledge produced
- Submitted to a sponsor that allows a minimum of 15% Facilities and Administrative costs (F&A) included in the sponsor budget
- Recognition that, if selected, materials will be shared with the Hanover Research Group to initiate the proposal review/feedback process
- Enhances goals related to DEI, either through transformative knowledge production, broader impact or both

What will be funded?

The program is intended to fund assigned time to support innovative research, scholarly and creative activities that have the potential to make a significant contribution to diversity, equity, and inclusivity. We do not anticipate funding proposals with only short-term impacts that do not contribute to the broader literature and programmatic findings for enhancing inclusivity. Proposals should be of high intellectual merit, appropriate to the identified funding mechanism, in support of Cal Poly’s teacher scholar model, DEI-focused, and ideally, though not required, include student involvement. For more information, please find the evaluation rubric at the end of this document. It is incumbent upon the PI to make these elements clear in their application.

What review criteria will apply?

Proposals will be evaluated according to standardized criteria, including intellectual merit; transformative potential; relevance to DEI literature, significance and role in advancing DEI-related goals institutionally or otherwise; feasibility; benefits to the candidate’s professional development, profession and/or students; qualifications of the faculty PI and collaborators; and the likelihood of external funding. Proposals may outline scholarly inquiry for knowledge production, test programs or policies, develop or implement programs, or address other DEI-related activities.

What is the duration of the program?

The R-EDGE Proposal Development Program awards will run from June 19 - December 16, 2023. Because these dates might not capture all deadlines, the expectation is that faculty will submit their planned proposal by June 30, 2024. If this deadline is not met, individuals may not be eligible for future internal grant funding from R-EDGE.

Funding details.
The maximum amount awarded is eight (8) Weighted Teaching Units (WTUs) per proposal at the replacement rate. The WTUs and/or additional compensation will only be awarded to the applicant/lead PI. Faculty can request a maximum of 8 WTUs of assigned time for use in Fall 2023 quarter or, if warranted by the scope of revision and project timeline, a combination of assigned time and a maximum of $9,000 in summer additional compensation. When applying, applicants must indicate which of the following they request: 1) 8 WTUs of assigned time for use in Fall 2023; 2) 4 WTUs of assigned time for use in Fall 2023 and no more than $9,000 in summer additional compensation; or 3) up to $9,000 in summer additional compensation. Assigned time will be funded at the replacement rate. The amount and type of funding requested must be justified in the application narrative.

Application Requirements

- Applications must be submitted by **Monday, January 30, 2023, by 11:59pm PST**. No late submissions will be accepted. Applicants may only apply to one Proposal Development Program per award cycle. Applicants can submit to either the Revise and Resubmit OR Diversity, Equity and Inclusion, but not both. Applications must include:
  - Narrative (not to exceed 4 pages, introduction to project, background, project scope, relevance, and methods appropriate to carryout proposed activities)
  - Justification for funding request (e.g. assigned time or added compensation)
  - Citations and other grant support (current/pending)
  - Biosketch or 2-page CV
  - A list of PI/co-PIs/Senior Personnel and planned external collaborators
  - A list of agencies and programs with known or expected deadlines
- Applications must be submitted through the [Cal Poly InfoReady application system](#). Please refer to the InfoReady template for all application fields.
- From the InfoReady homepage, select "Log In" in the upper right-hand corner, and click on the blue "Cal Poly San Luis Obispo Login" button. Use your Cal Poly credentials to log in. Then click on the 2023-2024 Proposal Development Program: Diversity, Equity & Inclusion (DEI) link at the bottom of the "Applications and Competitions for Research Support Programs" page. You will then be able to submit an application.
- Prior to review by the Review Committee, Research, Economic Development and Graduate Education will route submitted proposals for approval by the applicant’s Department, Chair and Dean after these are submitted by the PI via InfoReady. If selecting assigned time, assigned time requests will be approved via this routing. If a proposal is not approved by a Department Chair or Dean, the faculty member will be notified.

Please note that like other internally funded grant programs, R-EDGE pre-award offices are not involved in the preparation or submission of Proposal Development Program: DEI proposals.

**When will I be notified?**

Applicants will be notified by the end of Winter quarter 2023 whether their proposals have been awarded.

**What are the reporting requirements?**

Final project reports are due 13-months after project start date: August 1, 2024. Awardees will be notified towards the end of the project to submit the final report via InfoReady.

**Questions?** Please contact research@calpoly.edu. Information about this program can also be found on our [website](#).
Evaluation Rubric:

- **Relevance to DEI literature, policies, and programs: 25%**
  - Does this proposal advance knowledge specific DEI literature?
  - Does this proposal provide clear, actionable, and assessable policy or program planning?
  - To what extent does the proposed project advance DEI goals?

- **Intellectual merit: 25%**
  - What is the potential for the proposed activity to advance knowledge and understanding within its own field or across different fields?
  - To what extent do the proposed activities suggest and explore creative, original, or potentially transformative concepts?
  - Is the plan for carrying out the proposed activities well-reasoned, well-organized, and based on a sound rationale? Does the plan incorporate a mechanism to assess success?
  - Are the proposed methods appropriate to the scope of work?

- **Broader Impacts: 25%**
  - What is the potential for the proposed activity to benefit society or advance desired societal outcomes?
  - To what extent do the proposed activities advance lasting institutional or disciplinary goals?
  - To what extent does the project contribute to student-related outcomes?

- **Feasibility: 15%**
  - Are the proposed methods appropriate to the scope of work?
  - Does the proposed research include a plan to accomplish the proposed scope of work?
  - Is the time committed to the project adequate?
  - Are there adequate resources available to the Principal Investigator (PI) either at Cal Poly or through collaborations to carry out the proposed activities?

- **PI (& other team member) qualifications: 10%**
  - How well qualified is the individual, team, or organization to conduct the proposed activities?
  - Does the individual or team have a track record of project completion?