SYSTEM OFFICE GRANTS AND COLLABORATION

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System Office Grants and Collaboration

1. Diversity and Equity Grants
   Research Scholar Grants

2. FPDC

3. Collaboration
Annual University Grants for Diversity and Equity

**Purpose:** Seeks *University proposals* for initiatives that achieve:

- Purposes of the General Assembly’s appropriation for Diversity & EO, and
- Goals and objectives of the State System’s Strategic Plan, *Leading the Way*
The G.A. Appropriation purpose is to:

• Serve students who require necessary accommodations under ADA

• Add value to campus climate and retention initiatives; and

• Enhance the professional development of women and minority faculty
**Leading the Way** identifies five core areas that frame System efforts through 2009:

- Student Achievement and Success
- University and System Excellence
- Commonwealth Service
- Resource Development & Stewardship
- Public Leadership

Plan available at: [http://www.passhe.edu/content/?/about/strategicplan](http://www.passhe.edu/content/?/about/strategicplan)
System’s Diversity Strategic Plan
Cornerstone of Excellence identifies these goals:

• Recruitment and retention of historically underrepresented groups
• Welcoming campus environments for students, faculty, staff and administrators
• Diversifying University leadership and management; and
• Quantitative and qualitative accountability measures

http://www.passhe.edu/content/?/Administration/HR/opportunity/harrassment&item=13607
Proposals may specifically address Performance Funding Indicators, which are derived from the State System’s Strategic Plan.

Available at: http://www.passhe.edu/content/??/performance
The Annual Diversity & Equity Grants:

• Provide seed money and start-up funding for projects, which the universities subsequently adopt and institutionalize

• Provide support for short-term projects (including research) which demonstrate impact and significance

• Do not provide long-term support for ongoing programs
Project Grants

Audiences (or Clients):

• Students and prospective students
• Executives and staff
• Faculty
Project Grants Categories of SERVICE:

1. Recruitment/Retention

- Requires measurable improvement in the recruitment and retention of historically underrepresented group members
- Audiences or “clients” include students, faculty, staff and executives
Project Grants Categories of SERVICE:

2. Outreach

- Targets historically under-represented students in grades seven through twelve
- Enhances the participant’s orientation, motivation, and preparation for higher education.
- Excludes any projects serving faculty, employees or current students.
Project Grants Categories of SERVICE:

3. Campus Climate

- Projects, activities and events that contribute to a supportive, nurturing campus environment for students, faculty, and staff

- Examples: Workshops/seminars, curricular and instructional improvements
Project Grants Categories of FUNDING:

1. Pilot Project

- New, innovative ideas, services or programs
- Implements innovative approaches; adapts and applies proven programs to different situations, clients, and environments
- Project is 12 months or less, plus 3 months for a project evaluation
- Evaluation is a critical component
Project Grants Categories of FUNDING:

2. Program Enhancement Projects

- Ongoing projects with a commitment of University support in future years
- Grant term is typically 12 months
- Receive no more than 3 years funding in declining amounts
- Demonstration of the University’s current and future financial participation is critical
Project Grants Categories of FUNDING:

3. Special Project Grants

- Limited and specific in their scope
- “Once and done” type effort completed within 12 months or less (includes workshops/seminars, curricular and instructional efforts)
- Evidence of University cost sharing is an important criteria
Fourth Category of FUNDING:

4. Center for Diversity and Educational Leadership Research Scholar grants

- New in 2006-2007
- Supports scholarly research
- Publication and/or future extramural support is encouraged
- Potential to generate improvements to the System’s diversity programming is encouraged
- Research topics are not defined, but have to relate directly to Higher Education
The Process:

• Chancellor’s Office releases RFP to the Universities (January 2007)
• Universities set a due date for proposals on campus
• Universities utilize a review committee to select up to five proposals
• Submit to the System office by due date (May 2007)
The Process (continued):

• The System’s review committee scores and ranks all proposals

• Funds are awarded in whole or part to the highest ranked proposals

• Award notices and agreements signed

• Projects start according to their proposed schedule (after July 1)
The Process (continued):

- Budget changes and extensions require approval

- Final reports are due within 60 days of the conclusion of the project

- Any funds not used by the end of the project are returned to the Chancellor’s Office (the grant pool)
Scoring and Ranking Factors

• Goals and Objectives are clear, measurable and realistic

• Assessment strategies are appropriate and succinct and should include:
  • a baseline determination
  • qualitative and quantitative elements
  • metrics that relate to the objectives
Scoring and Ranking Factors

• Scope and/or methodology is complete: project is well planned and the schedule is realistic

• A substantial or sustained impact on the target population is “value-added”
Scoring and Ranking Factors

• Relationship to System plans and goals
• Sustainability and future institutional support
• Sound budget (reasonable, necessary and appropriate costs)
• Other funding committed or a realistic plan to leverage other sources of funds
Typical University Projects

• Mentoring, tutoring, instruction for under-represented student groups
• Campus visits, workshops for students from urban high schools
• Outreach for specific majors, e.g. girls in math/science
• Multicultural leadership programs
• Conferences and workshops on diversity issues
Examples of Collaborative Projects

• *Pride Project* Speaker Performance (SRU and Clarion)

• *Multicultural Student Leadership Retreat* (WCU and Cheyney)

• *Students and Employers Enhancing Diversity* - individual campus workshops and a joint career conference (California, Clarion, Edinboro, Indiana, Slippery Rock)
Key Criteria for a Research Grant Proposal

- Relevance to the System’s Strategic Plan
- Relevance to University diversity programming
- Clear, concise statement of research objectives
- Appropriate methodology (IRB)
Key Criteria for a Research Grant Proposal

• Collaboration of peers with different levels of expertise (cross-disciplinary)
• Qualifications of researchers
• Reasonable, necessary and appropriate costs
• In-kind contributions
• Future external funding
• Publication or presentation venues
Things to Address in Research Proposals

• Research goals (hypotheses)
• Review of literature
• Significance of the research
• Methods
• Timeline
• Publication
• Applicability to University/System
• Data sources
• Future grants to further research or next steps to apply research
Things to Avoid in Research Grant Proposal:

• Off-topic (e.g. business formation rates)
• Extensive travel, conferences or professional development
• Inconsistent timeline
• Additional grants for sabbatical
• Biases and/or preconceived ideas
• Inappropriate or weak metrics
• Limited impact, narrow scope
Initial Research Grant Awards

• Identifying Challenges, Predictors and their Subsequent Impact on Recruitment and Retention of Ethnic Minority Students

• Analysis of Productivity and Satisfaction in Women and Minority Faculty

• Integrating Diversity and Multiculturalism in the Theater Curriculum
Proposal Contents

- Narrative - NO MORE than 3 pages - address the selection criteria
- Line item budget
- University Letters (Program Enhancement and Special Project)
- Attachments –
  - five page limit
  - directly relevant
  - lengthy documentation is not reviewed
Funding Limits

- $12,500 for individual University proposals
- $15,000 to $20,000 for Collaborative University proposals
- Ineligible costs include:
  - international travel
  - equipment
  - textbooks, library books
  - hardware/software
  - University indirect or overhead costs
- Speaker fees - limited
  Workshops, seminar, curricular or instructional project, or recruitment or outreach program
The Center for Diversity and Educational Leadership (formerly the Office of Diversity) in the Chancellor’s Office will sponsor or co-sponsor System-wide initiatives

- Women of Color Conference
- Diversity Summit
- Emerging Leaders Student Conference
- Title IX Compliance Workshop and more
FPDC  
(Faculty Professional Development Council)

Purpose: Encourage continuous attention to the professional growth and development of System faculty as teaching scholars.
Annual FPDC Grant Program Timeframe

2006-07

- 10/2/2006 System Office released RFP
- Universities establish deadlines
- Universities each select 12 proposals
- 2/27/2007 Universities submit proposals
- 3/30/2007 Awards made by the Council
- 4/10/2007 Award Letters sent
Tips for FPDC Proposals

• Fully address “personal professional development”

• Follow RFP instructions to the letter

• Listen to feedback from your University committee and grant officer
The FPDC Categories

1) Basic and Applied Research (A, B, C)
2) Public Service (Faculty-Student)
3) Creative and Performing Arts
4) Curriculum, Instruction and Assessment (A,B,C)
5) Career Enhancement
Selecting the “right” Category:

• Focus of effort and the outcomes
• Research is: “problem–oriented research that has application beyond the scholarly community; results in publications, presentations, external grant proposals”
• Category and focus/outcomes must be consistent – art exhibit is NOT research
• Category and budget should be consistent - extensive travel may be Career Enhancement, not Research.
• Consult with and LISTEN TO Grant Officer and University committee
What happens if you designate the wrong category?

• FPDC review committee may reject it outright

• May switch it to correct category BUT it will be rejected if any required elements are missing

• Categories 4 & 5 require letters from dean/chair; DO NOT avoid this requirement by selecting another category
FPDC Collaborative Grants

• Faculty & faculty (University and/or external)
• Faculty & students
• Faculty & international institutes
If awarded funds:

• Start upon receipt of your award notice and Letter of Understanding
• Budget changes and extensions require approval
• Complete the project, file reports by deadline
• Any unused funds are returned to the Chancellor’s Office (the grant pool)
• Serve as a Peer Reviewer in a future grant cycle
If not awarded:

- Request comments of reviewers & Council
- No appeal of Council’s decision
- Resubmit in future cycles

Each cycle is a new competition with different reviewers!
Collaboration on System Grants and External Proposals

Bottom – Up

Top – Down
Bottom-Up: It starts with YOU!

- Collaborate with peers in sister Universities
  - Access expertise; cross-disciplines
- Jointly implement a research effort
- Use facilities or specialized equipment
- Pilot, then replicate at other Universities
Step 1: Identify Peers/Team
Consult with everyone!

Step 2: Develop objectives
Identify research program and roles

Step 3: Develop structure
Determine “lead” entity and work with that grant office.

Best model for Diversity and FPDC grants; also the Frederick Douglass Institutes
Bottom-Up Examples:

- Nanotechnology grants from PA DCED
- Frederick Douglass Summer Scholars
- Keystone Library Network
- DOH Centers of Excellence for Obesity Research & Health Promotion proposal
- Alcohol and Drug counselors – PLCB grant
Top–Down: It starts with leadership

- Starts at a University or System Office
- Call goes out to University leaders
- University elects to participate or not
- University recruits faculty
- Credentials reviewed; selected by the lead entity
Top-Down Examples:

• PA Academy’s Statewide GEAR-UP program

• PA Academy Educator Excellence initiatives

• System Office’s FIPSE proposal for Early Childhood Curriculum

• Cheyney’s proposal for NSF Math & Science Partnership

• System-wide Pre-Disaster Hazard Mitigation Planning Grant
Long-Term Collaboratives are

- Designated by the Board of Governors
- Supported by the Universities
- Currently designated:
  - PA Collaborative for Applied Nanotechnology
  - Center for Excellence in Teacher Preparation in Math and Science
  - Frederick Douglass Institute
  - Primary Care Council
Informal collaborations can be formed to respond to a need or opportunity:

- Art curators – preserve “System” collection
- Alcohol and Drug counselors – identify baseline
- PA-SWAT – DOH contract for tobacco education
Collaborators:

- Your Department
- Other Departments
- High Schools
- Community Colleges
- Private Universities
Questions

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