



INCLUSIVE EXCELLENCE COLLABORATION AWARD

2019 Call for Nominations

NU: Mission fulfillment through inclusive excellence.



UNIVERSITY OF
Nebraska

LINCOLN | OMAHA | KEARNEY | MEDICAL CENTER

TABLE OF CONTENTS

<u>3</u>	Message from the President and Provost
<u>4</u>	Inclusive Excellence Collaboration Award (IECA)
<u>5</u>	What is Inclusive Excellence?
<u>6</u>	Nomination Material Requirements (IECA)
<u>7</u>	Nomination Data (IECA)
<u>8</u>	Questions and Submission Information

A MESSAGE FROM THE NU PRESIDENT AND THE EXECUTIVE VICE PRESIDENT AND PROVOST

▶▶▶ “We are a richly diverse community of scholars, representing countless ethnicities, faiths, backgrounds and academic disciplines – all brought together by a common desire to use the power of education to change the world.”

PRESIDENT HANK M. BOUNDS AND UNIVERSITY OF NEBRASKA CHANCELLORS

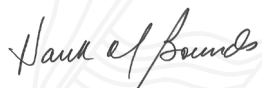
To the Faculty and Staff of the University of Nebraska:

As the state’s only public university, we’re committed to transforming the lives of Nebraskans and others through teaching, research and innovation. We believe that mission is best achieved through inclusive excellence: the creation of a campus environment that embraces diverse perspectives and backgrounds.

Inclusive excellence doesn’t happen by accident. It requires us to be proactive and thoughtful in recruiting and retaining talent, and in building a university community that is welcoming, and accessible for all. That includes celebrating our successes. In that vein, we are pleased to announce the creation of a new university-wide award, the **President’s Inclusive Excellence Collaboration Award (IECA)**, that recognizes outstanding contributions to enhancing diversity, access and inclusion, and equitable outcomes. We’re seeking nominations now for the 2019 IECA award and hope you’ll take a few moments to read through the following materials to learn more about this new award and the nomination process.

The Inclusive Excellence Collaboration Award will honor academic and/or administrative departments or units at the University of Nebraska that have collaborated on sustained diversity, access and inclusion efforts that advance a culture of inclusivity and lead to increased equitable outcomes for faculty, staff and students. Collaboration between two or more NU campuses on these efforts may also be nominated. Award recipients will be announced and honored by our office next spring.

We look forward to your nominations so that we can lift up colleagues who have gone above and beyond in making the University of Nebraska a better place to teach, serve and learn. Thank you for your support, and thank you for all you do on behalf of students and our state.



Hank M. Bounds, Ph.D.
President
University of Nebraska



Susan M. Fritz, Ph.D.
Executive Vice President and Provost
University of Nebraska

INCLUSIVE EXCELLENCE COLLABORATION AWARD (IECA)

▶▶▶ *Description*

The IECA Award is presented each year to honor sustained, outstanding contributions in diversity and inclusion between two or more University of Nebraska academic and/or administrative units or campuses that move the university system toward inclusive excellence.

The academic and/or administrative departments/units or campuses will exemplify significant advancement and proven outcomes in inclusive excellence evidenced by successful and sustainable diversity, access, and inclusion effort(s). Efforts must impact one or more of the University of Nebraska’s diversity and inclusion priority areas that correlate with the inclusive excellence framework, and the President’s Cornerstones.

The award will only be given when merited and need not be made in any given year.

NU PRIORITY AREA	CORRESPONDING INCLUSIVE EXCELLENCE FRAMEWORK	PRESIDENT’S CORNERSTONE
Campus Climate	Campus Climate and Intergroup Relations	Best place to be a student [faculty member, staff member]; win with people
Student Recruitment and Retention	Access and Success	Best place to be a student
Faculty (P&T) and Staff Recruitment and Retention	Access and Success	Best place to be a student [faculty member, staff member]
Supplier Diversity	Institutional Infrastructure	Work hand in hand with partners to achieve our goals

The honored administrative and/or academic departments/units or campuses will be awarded **\$25,000** to support diversity, access, and inclusion efforts on campus, an engraved plaque, and be featured on the University of Nebraska website. Funds can be used for participation in conferences focused on (Diversity and Inclusion) best practices, diversity curriculum efforts, purchasing diversity and inclusion instructional materials, or supporting the cost of delivering diversity and inclusion development opportunities (e.g., workshops, presentations, seminars).

WHAT IS INCLUSIVE EXCELLENCE?

- ▶▶▶ Developed in 2005 through the efforts of the [Association of American Colleges and Universities \(AAC&U\)](#), Inclusive Excellence is a research-based approach that integrates diversity and inclusion efforts into core institutional operations. For the purposes of this award, diversity, inclusion and equity will be defined by the AAC&U's guiding principles, which have been adopted for use by the University of Nebraska.

Diversity, inclusion and equity definitions

Diversity: Individual differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations).

Inclusion: The active, intentional, and ongoing engagement with diversity in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions.

Equity: The creation of opportunities for equal access to address an achievement or success gap.

Equity-Mindedness: A demonstrated awareness of and willingness to address equity issues among institutional leaders and staff.

Eligibility

- Any University of Nebraska administrative and/or academic departments/units or campuses may be nominated for the award by a vice chancellor, assistant vice chancellor, dean, department chair, or director.
- Signature of approval must be provided by the chancellor for each nomination.
- Nominations must be based on sustained efforts where qualitative, quantitative, and/or longitudinal data are available.
- Awarded departments/units or campuses are eligible for three consecutive years and must be resubmitted by a nominator each year. At the end of three years, a one-year waiting period is required before the campus departments/units are eligible for nomination again.

Committee and Nominations

Each Chancellor will establish a campus committee and process to conduct the initial screening of nominations to select those forwarded to the IECA Selection Committee. The number of departments/units nominated as finalists will be limited to four from UNL and two from each of the other three campuses.

The Associate to the President for Diversity, Access, and Inclusion along with the President or Executive Vice President and Provost's designee will assemble a six-member selection committee comprised of four campus members with demonstrated commitment to diversity and two community stakeholders. Committee members will be nominated by the campus' Chief Academic Officers and will serve staggered three-year terms.

After the review of nominations, a recommendation will be made to the President for final approval.

NOMINATION MATERIAL REQUIREMENTS (IECA)

▶▶▶ Nomination materials must be submitted via grants-awards.nebraska.edu by November 1, 2018.

1. **Completed nomination data** (see potential areas of achievement and criteria below).
2. **A nomination letter** clearly substantiating the significance of the collaboration's effectiveness of diversity and inclusion strategies.
3. **Names, addresses, email, and telephone numbers** of lead collaborating partners.
4. **The nomination document** will be limited to five pages and the text should be no smaller than 11 pt. font.
5. **Up to three supporting documents** of the submitter's choosing.
6. **Items must be submitted in a single PDF document** not to exceed 12 pages in total (all supporting materials combined).

For additional information or questions, please contact the Office of Diversity, Access and Inclusion at sjenkins@nebraska.edu or (402) 472-5270.

Potential areas of achievement and criteria (IECA)

1. **Nomination narrative** should be no longer than five pages in length, no less than 11 point font, and should clearly substantiate the significance of the campus' work in inclusive excellence and outcomes. Examples of efforts in support of the nomination may include but are not limited to the following:
 - Outreach and recruitment efforts that encourage persons of underrepresented groups to seek employment with the institution and/or retention efforts for those underrepresented groups.
 - Efforts that address disparities in the recruitment and retention/promotion rates of faculty and staff that are underrepresented at the institution.
 - Programs and services that incorporate best practices for underrepresented student recruitment, retention, achievement and graduation.
2. **Nomination narrative or supporting documentation** also must show evidence of sustained efforts and provide qualitative, quantitative and/or longitudinal data. The narrative should also make a defensible case for award consideration.

NOMINATION DATA (IECA)

▶▶▶ **Website to enter data:** grants-awards.nebraska.edu

The website will prompt the nominator to enter the following information:

FIRST TASK

Submission Title:

For a departmental/center award (UDTA, IECA), enter the name of the organizational unit, a dash, and the campus (for example: Animal Science-NCTA)

SECOND TASK

Campus of Nominee/Unit (Dropdown)

Nominated Department/Unit:

Name

Campus Address and ZIP

Campus

Campus Phone (XXX-XXX-XXXX)

Department/Unit Administrator, Dean, Vice Chancellor, Chancellor:

Name

Campus Address and ZIP

Campus

Campus Phone (XXX-XXX-XXXX)

Number of Faculty in Unit (Includes Lectures and Post-Docs)

Number of Graduate Assistants (GRAs and GTAs)

Number of Staff

Number of Students (Undergraduates, Professional, Graduates)

THIRD TASK

IECA Additional Nominee Information:

How many additional co-equal partners do you wish to nominate? (Dropdown)

For any additional partner's

IECA Nominated Partner:

Nominated Department/Unit:

Name

Campus Address and ZIP

Campus

Campus Phone (XXX-XXX-XXXX)

Department/Unit Administrator, Dean, Vice Chancellor, Chancellor:

Name

Campus Address and ZIP

Campus

Campus Phone (XXX-XXX-XXXX)

Requirements for PDF Upload (Information only)

FOURTH TASK

Upload a single PDF file with the following:

(1) nominating narrative, limited to 5 pages/no less than 11-point font

(2) supporting materials, not to exceed 12 pages in total (all supporting materials combined) (See page 6)

The nomination and all materials must be submitted via the grants-awards.nebraska.edu by November 1, 2018.

QUESTIONS AND SUBMISSION INFORMATION

▶▶▶ **For further information or clarification on the award criteria, please contact:**

Ms. Stancia Jenkins
Office of Diversity, Access and Inclusion
University of Nebraska
(402) 472-5270
sjenkins@nebraska.edu

For further information on the submission process and/or to request additional individuals be allowed access to assist with online award application/nomination materials, please contact:

Ms. Angela Dibbert
Office of the Provost
University of Nebraska
(402) 472-5242
evpp@nebraska.edu

This nomination packet is available at:

www.nebraska.edu/offices-policies/academic-affairs/faculty-honors-awards and
<https://nebraska.edu/administration/diversity-equity/campus-based-initiatives.html>

