CALL FOR PROPOSALS

Program Title: College of Science Diversity Project: Department-Centered Inquiry

Synopsis of Program

- The College of Science Millennium Project Oversight Committee was convened by the Provost to develop diversity initiatives as part of the Administration’s commitment to attaining diversity with progress as a factor in restructuring decisions within the University.

- The initial phase consisted of data collection on composition of the faculty and on distribution of salaries in the College. Although no large salary inequities have appeared, the most glaring result was the small percentage of women and minority faculty members. Hispanic faculty form about 4% and women about 16%.

- The College of Science invites departments or coalitions of departments to submit proposals for this phase of the COS Diversity Project. Departments need to formulate appropriate terms of inquiry into the status of women and minorities both nationally in their discipline and within their own department, collect data relevant to those terms of inquiry, and determine projects based on the information gathered. The Provost and the College have provided funds for this work, and the Provost has committed to seeking funds for meritorious proposals on a large scale that might come out of this work.

- Contact: Dr. William McCallum, Chair, College of Science Millenium Project Committee, Department of Mathematics, Math Bldg. Rm 704, 621-6697, wmc@math.arizona.edu

Program Description

Possible areas of inquiry include national labor pool, hiring procedures, promotion and tenure procedures, and climate for women and minorities. Salary studies have already been completed at the College and University levels and do not need to be included in this phase.

Proposals will be judged on:

- The extent to which the areas of inquiry proposed attract substantial interest within the department. It is better to have a well supported inquiry into a part of the problem than a thinly supported one which attempts to cover all issues.
- The extent to which the inquiry is likely to lead to tractable problems with possible solutions, rather than problems that are irremediable at the department level.

Departments may request a visit from representatives of the College of Science Millennium Project Committee to give more information about and discuss this project.

Award Information

- Departments may request up to $5,000 for student wages or staff buy-out time, professional assistance in constructing surveys, and other forms of data gathering. Proposals should be for projects to be undertaken during Spring or Fall 2004. Proposals will be reviewed on a competitive basis by the College of Science Millennium Project Committee.

Proposal Preparation

- Cover Sheet (see attached form)
- Project Summary: 1 page limit.
- Project Description: 5 page limit.
• Budget and Budget Explanation: 1 page limit. Budgets may include student wages or staff buy-out time including ERE, professional assistance in constructing surveys, and other forms of data gathering.

• Funds will be transferred to the department.

• When to Submit: Proposal must be received by 5p.m. April 2, 2004. Departments will be notified of the results by May 1, 2004. (deadlines 3 weeks earlier for work in Spring 2004).

• Where to Submit: Proposals should be sent either by email (wmc@math.arizona.edu) or campus mail (Dr. W. McCallum, Dept of Mathematics, Math Bldg 89, PO Box 210089, 617 N. Santa Rita Ave, Campus)

• Reporting: A final report of the project will be due February 1, 2005. A progress report on the outcome of the findings from the project through subsequent recruitment and/or retention efforts based on the funded project following the project will be due June 30, 2005.
**Project Title:**

**Applicant Department:**

**Principal Investigator:**

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**Budget Explanation:** (explain how the budget items relate to the project and what each will accomplish)

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