

To: Distribution List

From: Faculty Research Development Office (FRDO)
Office of the Vice President for Research

Subject: Limited Competitions: Howard Hughes Medical Institute Inclusive Excellence

Date: May 7, 2019

UNM Researchers,

The Office of the Vice President for Research is requesting statements of interest for the third round of the Howard Hughes Medical Institute's Inclusive Excellence initiative (IE3) to promote diversity and inclusion in science education. The program challenges colleges and universities to work with faculty to examine and change campus cultures so that a diverse group of students feel included in science. HHMI expects to award grants to up to 30 institutions, with \$1 million provided to each institution over a five year period.

This initiative challenges institutions to start with faculty learning, and then apply that learning to a specific challenge. In this competition, **one of three challenges must be selected on which to focus**, based on an institutional priority that has been identified. Three current challenges have emerged from what is being learned by the present Inclusive Excellence community, and represent areas that will benefit from further attention:

- 1) Meaningful evaluation of effective and inclusive teaching** - developing, implementing, and assessing approaches to measure the extent to which an instructor's teaching is effective and inclusive, and then develop procedures by which the teaching assessment will inform faculty practices, including promotion and tenure decisions.
- 2) The content of the introductory science experience** - developing, implementing, and assessing a new introductory science curriculum built on core competencies and active learning that are congruent with inclusive learning.
- 3) Effective partnerships between two- and four-year institutions** - creating, implementing, and assessing genuine partnerships with two-year schools to accomplish this goal.

Institutions will develop a "theory of change" roadmap for how they will translate the grant-supported activities into lasting institutional change.

The IE3 competition has several steps, including an intent to apply, which is due to HHMI by July 31, 2019. **Only one intent to apply per institution is allowed.** Pre-proposals are then due January 14, 2020.

While grant funds may be used for various programmatic costs – e.g., hiring new personnel to administer the program, faculty stipends, course releases, facilitated workshops, course materials, and small equipment – **HHMI funds cannot be spent on the salaries of the Program Director and other members of the core leadership team who are already employed by the school.** The Program Director "is formally responsible for contributing to the vision, policy-making decisions, and implementation of strategies to improve the overall department/academic unit's work in support student learning" (Program FAQ).

Complete program details about this initiative can be found at:

<https://www.hhmi.org/sites/default/files/programs/inclusive/ie3-program-announcement-final.pdf>

If you are interested in submitting a pre-proposal, please send a statement of interest that includes the: 1) challenge on which you will focus; 2) a 200 word description of the processes by which faculty will develop an understanding of inclusive excellence and learn the skills to create a more inclusive environment; and 3) the name and position of the proposed Program Director.

Please send this statement via e-mail to limited@unm.edu by **noon, Tuesday, May 21, 2019**. Based on the e-mail responses received, the Limited Competition Management Team may announce a call for pre-proposals.

Please distribute this notice to departments and individuals whom you believe would be interested.

If you are affiliated with HSC, please contact Corey Ford at 272-6950 for more information.