



ELON LAW

DEAN'S FACULTY FELLOW FOR EQUITY AND INCLUSION

The Elon School of Law seeks applications for the inaugural Dean's Faculty Fellow for Equity and Inclusion.

Application deadline: Monday, September 19, 2022

POSITION OVERVIEW

Elon School of Law, in collaboration with Elon University's Division of Inclusive Excellence, will select a full-time faculty member of any rank for a leadership role in diversity, equity and inclusion. The Dean's Faculty Fellow for Equity and Inclusion will complete a one-year experience on at least one of the following objectives: infusing diversity, equity, and inclusion into the curriculum, improving culturally relevant teaching, or creating scholarly knowledge that supports equity, access, and inclusion. Program outcomes will support the commitment to the "[Boldly Elon](#)" Strategic Plan, the recommendations of the Law School Ad-Hoc Inclusive Excellence Strategic Planning Committee, and the newly developed Advancing Equity Requirement (AER). Elon University is committed to institutional change, and this fellows program aims to provide additional concrete ways of engaging in deep, meaningful equity and inclusion work at Elon.

SELECTION PROCESS

Selection of the Faculty Fellow will be made by the Dean's Faculty Fellow for Equity and Inclusion Review Committee. The Review Committee shall consist of the Dean of Elon Law, the Associate Dean of Academic Affairs, the Director of Inclusive Excellence for Graduate and Professional Education, and one additional law school faculty member.

The selected Fellow will be invited to participate in a one-on-one meeting to discuss their needs and expectations as a participant after selection.

DESCRIPTION OF FELLOWSHIP

The fellowship will hold a term of one academic year, include active participation in Law School Inclusive Excellence programming, and result in publication or presentation based on the work completed.

The fellow will receive a stipend of up to \$6000 to be used to support this initiative. The funding must be used during the fiscal year in which it is awarded and may not roll over to the subsequent year. An additional \$1000 may be available for informal mentorship to future Fellows for an academic year following the fellowship, as available.

FACULTY FELLOW EXPECTATIONS

- Attend relevant Inclusive Excellence, DEI, Faculty Development or CATL workshops/meetings during the academic year 2022-2023
- Implement the newly developed diversity initiative in the Winter or Spring trimester of 2023.
- Showcase project/research at a designated law school faculty meeting, the [Elon Teaching and Learning Conference](#), the [Black Solidarity Conference](#) or other approved conference(s) in 2023.
- Assess and evaluate the project, including a year-end summary that includes a review of goals and objectives, including an assessment of the extent to which those goals and objectives were accomplished.
- Publish or present results of the implemented initiative.
- Participate in Inclusive Excellence networking gatherings and provide informal mentorship to future Fellows for an academic year following fellowship, as available.
- Act as a resource for the Division of Inclusive Excellence as available.
- Serve as a model for infusing DEI in the curriculum (commitment to infusing content in at least one course).

AREAS OF FOCUS

All full-time Elon Law faculty are eligible to apply for this program. Proposals must be for pedagogy, service, research, and/or innovative collaborations between scholarship and practice as noted below:

I. Develop Curricular Practices to Support Inclusive and Diverse Classroom Environments

Examples include developing assignments, methods of universal design, and other techniques in the classroom that guide students towards adopting an analytical framework for understanding and valuing difference and inclusion.

II. Develop and/or Redesign Courses for Doctrinal Curriculum

Examples include developing or redesigning doctrinal courses that add to students understanding of the experiences of others. These courses might be added to expand current curricular offerings, adding opportunities to study issues of structural bias in the legal system.

III. Develop Scholar-Practitioner Collaborations

Examples include partnering with other faculty (of any rank), staff, or students on diversity and inclusion research, faculty and on-campus practitioners partnering to study, observe and apply programs, serving diverse populations.

IV. Create Opportunities for On-Going Mentorship

Examples include projects that sustain long-term relationships related to diversity and inclusion. Mentoring might be related to student and faculty retention, curriculum development supporting inclusive and diverse classroom, the tenure process, and other opportunities.

V. Identify Areas of Potential Collaboration to Enhance Diversity and Inclusion

Examples include collaborations and initiatives across departments and across campus and/or proposing and organizing conferences or speakers.

PILOT TIMELINE

- Applications due Monday, September 19, 2022
- Submissions will be reviewed by the Dean's Faculty Fellow for Equity and Inclusion Review Committee
- Applicants may be asked to participate in a short interview.
- Faculty Fellow for Equity and Inclusion appointment will be finalized by September 26, 2022
- Faculty Fellow will submit a preliminary proposal by October 3, 2022
- Faculty Fellow will complete Design Phase by December 9, 2022
 - Faculty Fellow is expected to consult with relevant campus resources including the Center for the Advancement of Teaching and Learning (CATL), Division of Inclusive Excellence or other campus departments. Details and resources will be shared with the accepted Fellow.
 - Design Phase report due December 16, 2022.
- Faculty Fellow will complete the implementation phase by December 15, 2022
 - Faculty Fellow is expected to teach their class and collect data during Fall Trimester 2022 and/or Winter Trimester 2023. CATL will offer sessions, workshops, and small group meetings to support research and data collection.
 - Implementation Phase report due January 16, 2023
- Faculty Fellows will complete Findings Phase by June 9, 2023
- Findings Phase report due July 1, 2023

APPLICATION PROCESS

To apply, please submit:

- 1) a letter of interest:
 - a. highlight the initiative of interest
 - b. introduce the qualifications and/or experiences that make the applicant a strong candidate for the initiative of interest
- 2) 2-page curriculum vitae

via email to Laké Laosebikan-Buggs, Director of Inclusive Excellence for Graduate and Professional Education, lbuggs@elon.edu, by **5p, Monday, September 19, 2022** Please include the words **“Equity and Inclusion Faculty Fellow”** in the subject line.