



## Inclusive Engagement Fellowship Policies and Procedures

“Inclusive Excellence re-envisioned both quality and diversity. It reflects a striving for excellence in higher education that has been made more inclusive by decades of work to infuse diversity into recruiting, admissions, and hiring; into the curriculum and co-curriculum; and into administrative structures and practices. . . . Inclusive Excellence is a multi-layered process through which we achieve excellence in learning; research and teaching; student development; institutional functioning; local and global community engagement; workforce development; and more. It is the active, intentional, and ongoing engagement with diversity in ways that increase one’s awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions.”

*The Association of American Colleges and Universities, 2005*

### Purpose

The purpose of the Graduate Studies Doctoral Fellowship for Inclusive Engagement is to assist in the recruitment and retention of highly qualified students to doctoral programs at the University of Denver to further the university’s mission of inclusive excellence, specifically in regard to attributes such as race, ethnicity, class, gender, age, culture, religion, sexual orientation, or (dis)ability. The university seeks “to create a diverse, ethical, and intellectually vibrant campus community to provide a challenging and liberating learning environment.” (VVMG – DU Vision, Values, Mission & Goals)

### Award

The maximum award amount per student is \$4,500 per year and \$1,500 per quarter, spread evenly across the terms of attendance.

The award:

- should not reduce/replace existing aid;
- is merit-based;
- can be combined with other types of aid, including GTA or GRA appointments in order to create a financial aid package that will assist the highest qualified students:

Total aid--including scholarships, fellowships, grants, loans, work-study and other resources cannot exceed the student’s cost of attendance. If the total fellowship proceeds are greater than the total account due, the student will be issued a refund for the excess amount.

### Eligibility

1. Only doctoral students are eligible for these awards. Doctoral students may be domestic or international.
2. The awarding of the Fellowship is based on merit. While graduate units may set their own definitions of merit, the nominees must possess high GPAs for all previous work, have attained exceptional scores on graduate entrance exams (GRE, etc.), have earned an acceptable TOEFL score or equivalent if an international student, and have a **strong statement of inclusive excellence involvement from the nominated student** . Only the **very best** applicants should be nominated.
3. Students **must** be enrolled for at least eight quarter hour credits of course work (i.e. not Continuous Enrollment) during each quarter in which they receive the Fellowship. If the student drops below the minimum enrollment for the quarter, the Fellowship award will be withdrawn for that quarter.



## Inclusive Engagement Fellowship Policies and Procedures (Continued)

### Process

1. For each recommended student, the department must submit a nomination form and attach a **detailed** letter, no more than one page, **from the nominated student**, stating how they will contribute to an inclusive environment that benefits all students by enhancing their intercultural skills relative to attributes such as race, class, gender, age, culture, ethnicity, religion, sexual orientation, or (dis)ability. **The letter must address the following questions:**
  - a. How will the nominee actively contribute perspectives not traditionally or historically represented in your program?
  - b. In what way does the nominee practice values of diversity and inclusive excellence?
  - c. How has the nominee demonstrated leadership in fostering the values and principles of inclusive excellence campus-wide or in his/her community?
2. Nominations for students who do not respond clearly to the above questions will be considered incomplete and returned to the nominating faculty member. Faculty may revise and resubmit nominations; however, evaluation of resubmissions will be based on the date that the Office of Graduate Studies receives the complete nomination.
3. Awards will be made to excellent nominees as soon as they are received and approved.
4. Funds are limited, so submitting nominations by the priority deadline stated on the nomination form is encouraged. A small portion of the total Fellowship funds will be reserved for rolling admissions.
5. The Associate Provost approves or denies the award and the Office of Graduate Studies notifies the nominating faculty member and the nominee.
6. Students with approved awards must accept the award offer in PioneerWeb.
7. The Fellowship awards will then be dispersed through the Office of Financial Aid.