



OFFICE OF  
**DIVERSITY  
EDUCATION**  
CENTRAL MICHIGAN UNIVERSITY

### Martin Luther King, Jr. /César Chávez/Rosa Parks (KCP) Initiative Future Faculty Fellowship Program

The Office for Institutional Diversity, Equity & Inclusion, with the support of the KCP Initiative, sponsors the annual competition of the King-Chávez-Parks Future Faculty Fellowships. The Fellowship Program provides an **annual stipend** to recipients for one year. KCP Fellows are eligible to reapply for additional years of support of up to three years or a maximum of \$20,000 (Master's level) or \$35,000 (Doctoral level).

The KCP Initiative, funded by the State of Michigan Workforce Development Agency, was developed with the intent to increase the number of Michigan's most academically disadvantaged citizens to have the opportunity to complete college degrees and experience career success as active participants in a knowledge based global society and economy. The KCP Future Faculty Fellowship is one of six divisions of the KCP Initiative.

Through support from the State of Michigan Workforce Development Agency's King/Chávez/Parks Initiative, the Office for Institutional Diversity, Equity & Inclusion invites applications for the 2021-2022 Academic Year - KCP Future Faculty Fellowship Program. The intent of this competitive fellowship is to increase the pool of academically or economically disadvantaged candidates pursuing faculty teaching careers in postsecondary education by providing financial support to students in their pursuit of a master's or doctoral degree. Preference may not be given to applicants on the basis of race, color, ethnicity, gender or national origin. Applications are encouraged from students of color, women, people with disabilities, first-generation students and individuals from cultural, linguistic, and socio-economic backgrounds that would otherwise not adequately be represented in graduate student and faculty positions. **Preference may not be given to applicants obtaining a second masters or second doctoral degree.**

#### **ELIGIBILITY REQUIREMENTS:**

- Be academically or economically disadvantaged, as defined by the KCP Initiative.
- Be a citizen of the United States and meets the university's requirements for Michigan residency.
- Be currently enrolled or accepted into a degree program at Central Michigan University that facilitates a career in postsecondary teaching.
- Be currently enrolled in a master's or doctoral program at full-time status at Central Michigan University.
- Be in good academic standing.
- Plan a career in postsecondary faculty teaching in a public or private, 2- or 4-year, in-state or out-of-state public institution after graduation.
- **NOT** currently a recipient of FFF Award at another institution for a degree that has not been completed.
- **NOT** previously received another FFF Award for the same degree level (master's or doctorate). (*Note: Applicants that did not receive maximum allowable award may reapply for additional funds while still in pursuit of that degree.*)
- **NOT** previously had an FFF Award converted to a KCP Loan nor is currently in default on any guaranteed student loans.

#### **FELLOWSHIP RESPONSIBILITIES:**

- Maintain good academic standing (3.0 GPA or higher)
- Pursue and obtain the agreed upon doctoral degree at Central Michigan University within eight (8) calendar years of signing agreement and to ensure that the KCP Initiative Office is provided with written evidence of degree obtainment.
- Will not accept FFF Award for the same degree level
- Will begin part- or full-time faculty teaching or an approved administrative position at an accredited public or private, two-(2) or four- (4) year postsecondary institution, in-state or out-of-state, within one (1) calendar year after conferral of the doctoral degree.
- Will fulfill the service obligation of the agreement as outlined in the Administrative Handbook through part- or full-time teaching or approved administrative positions.



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- Will ensure that the KCP Initiative Office is provided with written evidence of service completion from postsecondary institution of employment at the conclusion of each academic term or year.
- Will advise the KCP Initiative Office within thirty (30) days, in writing, of any change in name or contact information, or withdrawal from the university.

**CMU'S EXPECTATIONS:**

- Semester meetings with Future Faculty Fellow administrators
- Annual attendance at statewide Equity within the Classroom conference
- Serve as a mentor and/or instructor for other KCP initiatives, such as Gear UP, Pathways, STEP, Student Support Services and other mentoring programs
- Submit an annual progress report during your fellowship period (a template will be provided)

**APPLICATION PROCEDURE:**

**~NEW PROCEDURE FOR THE 2021-2022 ACADEMIC YEAR~**

To be considered for the KCP/FFF Program, applications must be completed by visiting the KCP Future Faculty Fellowship Online Management System at this link: <https://app.leo.state.mi.us/kcpfff>. (You may need to copy and paste the link into your internet browser). **PLEASE READ AND FOLLOW THE SYSTEM DIRECTIONS CLOSELY.**

**Applications Deadline has been extended to June 18, 2021 and must be submitted through the online system.** Please included with your online submission the following documents:

- Personal statement including your educational and career goals linking your interests, academic preparation, and current studies with your future plans.
  - The main focus of the statement should be your interest and research, as well as a tentative date for completing your coursework/dissertation. Explain the progress of your research, the time period in which you hope to use the KCP fellowship and how you expect to meet the conditions of the fellowship by using your degree in postsecondary teaching. However, please include how you would, as a recipient of the fellowship, represent and advance the legacy of three historical civil rights leaders: Martin Luther King, Jr., César Chávez, and Rosa Parks. (1500 words)
- Three letters of recommendation from faculty members. Please submit only current recommendations. If you are currently in a program, a letter from your advisor should be included
- Current curriculum vitae (c.v.)/resume
- Current transcripts

A committee of Central Michigan University faculty and administrators will review the applications and recommend candidates to the KCP FFF Program Coordinator. Selections will be made on a competitive basis using criteria that include academic performance, research accomplishments and potential, faculty and advisors' recommendations, and the personal statement. **Fellowship decisions are not subject to appeal. Award recipients will be notified and they must accept the award before Fall 2021.** If you have any questions, please contact the Office for Institutional Diversity, Equity, and Inclusion at (989) 774-3700, or email Lori Swift at [swift1ll@cmich.edu](mailto:swift1ll@cmich.edu), thank you.