The University of Wisconsin-Whitewater Inclusive Excellence Fellowship Program seeks applications from scholars, artists and educators who can contribute significantly to UW-Whitewater’s Inclusive Excellence initiatives. The IE Fellowship Program supports the university’s commitment to fostering greater understanding of individual, societal and group differences at every level of university life. Fellows play a crucial role in intentionally integrating those differences into the core aspects of the institution. The Fellowship Program offers a unique opportunity to work in a university environment that is committed to creating learning environments in which students of all backgrounds can thrive, and one that demands that the ideals of inclusion, equity, diversity and excellence be pursued as interconnected and interdependent goals.
ELIGIBILITY

The Fellowship Program is open to all individuals who are academic or creative professionals and who have completed a terminal degree within the last five years or who will have completed a terminal degree by the beginning of fall classes. “All but dissertation” candidates will be considered on a case-by-case basis; for ABD Fellows, degree completion requirements will be outlined at the time of offer. Applicants must be able to demonstrate a commitment to their academic field as well as a commitment to the principles of inclusive excellence.

COMPENSATION AND ALLOWANCES

Fellows receive a competitive nine-month salary and a research allowance. The University of Wisconsin System offers a comprehensive benefits package to meet the diverse needs of our community. The university contributes toward the cost of several benefit plans, which are a valuable piece of your total compensation. Other plans offer favorable group rates and a convenient payroll deduction to employees. Some health and life insurance premiums are taken from your salary on a pre-tax basis, which saves you money.

AWARDS

UW-Whitewater will award up to four in-residence Inclusive Excellence Fellowships each academic year. The one-year academic appointments begin in August of the academic year and end in May of the following year. In some cases, fellowships might be extended for a second year. Fellows will serve on the Chancellor’s Committee on Inclusive Excellence and assist in developing the campus Inclusive Excellence Forums. They will also teach four to five courses per year in their academic area and contribute to college and departmental inclusive excellence initiatives and activities.

MENTORSHIP

Each Fellow will be paired with a teacher/scholar who will provide mentorship and support and whose role it is to facilitate opportunities for engagement with UW-Whitewater inclusive excellence initiatives. Fellows will also have opportunities to work with students in the university’s Undergraduate Research Program whose research interests align with their own. Fellows will have access to the university’s LEARN Center, the Learning Technology Center and the Whitewater University Technology Park Innovation Center.
APPLICATION PROCEDURES

Required materials include:

1. A letter of application
2. A statement that demonstrates a history with and interest in the principles of inclusion, equity and diversity and how these factors play critical roles in a student’s development.
3. A curriculum vitae.
4. The names and contact information of three individuals familiar with your scholarly or creative work, teaching and service.
5. If your field is in the arts a digital portfolio of representative artistic work or creative research.

Applications received by December 31 of the prior academic year are ensured full consideration. Applications received after that date may be given consideration at the discretion of the search committee. Applications will be evaluated as they are received, and awards will be announced on or before May 1 of the prior academic year.

Application materials must be submitted online. Please visit uww.edu/employment/academic-staff-instructional. If you have questions regarding this recruitment, contact the Chief Diversity Officer at 262-472-5669. If you are not able to complete the application online due to a disability or system problem, please contact us at 262-472-1024 or hr@uww.edu.

“The teaching experience — particularly teaching courses on my own — was most beneficial to me as an IE Fellow. Teaching on my own allowed me flexibility in selecting course readings and assignments that I felt were most beneficial to students and their development.”
— Courtney Luedke
Inclusive Excellence Fellow 2015-16
College of Education and Professional Studies

“I’ve really enjoyed my role as one of UW-Whitewater’s Inclusive Excellence Fellows. I understand that this program is crucial for the future preparation of successful tenure track faculty and for the building of relationships between students and staff in the most effective way possible.”
— Mutope J. Johnson
Inclusive Excellence Fellow 2015-16
College of Arts and Communication

“As an IE Fellow, I built courses in academic and creative writing, started a reading series, and built relationships with other professors, all while pursuing my own research and completing my second book. The opportunities provided me during this time not only deepened my commitment to these activities, but also gave me much needed experience and helped to further my career.”
— Nicholas Gulig
Inclusive Excellence Fellow 2016-17
College of Letters and Sciences

“The IE program gave me the opportunity to meet faculty from a variety of disciplines and develop interdisciplinary courses. These experiences expanded the breadth of my teaching and research, and ultimately made me a more well-rounded scholar. The IE program is a unique opportunity.”
— Andrea Romero
Inclusive Excellence Fellow 2015-16
College of Letters and Sciences
**INCLUSIVE EXCELLENCE AT UW-WHITEWATER**

At the heart of the UW-Whitewater model of inclusive excellence is the intentional and sustained articulation and establishment of high expectations for the intellectual, social and professional development of all faculty, staff and students.

- Intellectual expectations entail a rigorous engagement with diverse philosophies, epistemologies and cultural orientations.
- Social expectations entail a focus on personal development, servant leadership and respect for groups and individuals within and beyond the university.
- Professional development centers on the key areas of growth expected of all prospective faculty in areas of teaching, research and service to help prepare you to successfully compete for faculty positions.

We believe that excellence and inclusion are intimately connected. We fall short of excellence if we fail to be inclusive.

The University of Wisconsin-Whitewater is an Equal Opportunity and Affirmative Action Employer and actively seeks and encourages applications from women, people of color, persons with disabilities, and all veterans. Names of applicants may be disclosed unless requested otherwise. Names of finalists will be released.

**OPPORTUNITIES AND EXPECTATIONS**

All Inclusive Excellence Fellows will:

- Have time and assistance to continue their career development, including being assigned a mentor
- Participate in the First Year Program with first-year assistant professors
- Regularly meet with other IE Fellows as part of a cohort
- Receive funding to attend a professional conference
- Undergo a mock tenure portfolio review to provide feedback on professional preparation of the tenure track
- Be a member of the campus Inclusive Excellence Committee
- Carry out a project that will contribute to the campus inclusive excellence initiative
- Teach four to five courses per year in their academic area and contribute to college and departmental inclusive excellence initiatives and activities

Human Resources and Diversity
Inclusive Excellence Fellowship Committee
University of Wisconsin-Whitewater
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262-472-1024