Background

The PSI Center for Workplace Diversity and Inclusion (CWDI) is an interdisciplinary center created to foster research, workshops and seminars, student learning, and employee training in all areas of workplace diversity and inclusion. CWDI serves as a resource for faculty, students, business, and community partners who wish to understand issues related to diversity and inclusion in the workplace. Because workplace diversity and inclusion comprises a wide range of topics, the center encourages interdisciplinary approaches to research, education, and training while supporting innovative approaches to exploring the vast array of critical issues in organizations. For more information: https://www.memphis.edu/fcbe/cwdi (development of Advisory Board in progress).

Up to three (3) summer research grants will be funded for a maximum of $2,500 each.

Purpose

The purpose of the CWDI Summer 2019 Seed Funding Research Grant Program is to provide funding for preliminary or pilot data collection on a topic relevant to workplace diversity and inclusion. The preliminary research must form the basis of a subsequent grant proposal that is submitted to an external research funding source by the end of Spring 2020 semester. Interdisciplinary research proposals are encouraged.

Eligibility

The Principal Investigator (PI) must be a full-time faculty member in the Fogelman College of Business and Economics (FCBE) at the University of Memphis (UofM). Faculty members and/or doctoral students from any university may serve as a Co-PI, although preference will be given to faculty and doctoral student Co-PIs from FCBE and other units at the UofM.

Faculty members who have summer research funding from FCBE or UofM are eligible. However, although the same research project cannot be funded by multiple sources, complementary projects will be reviewed. Only one grant proposal per faculty member will be considered.

Proposal Requirements

CWDI summer research grant proposals must meet the following requirements and contain the following elements:

1. The maximum length of the proposal narrative is five (5) single-spaced pages.
2. The title of the proposal, author(s) names, total amount of funding requested, and date must appear on the first page of the narrative.
3. The proposal must contain a statement of the research question, aims/objectives of the planned research, and hypotheses to be tested. The research question must address a current issue relevant to workplace diversity and inclusion.
4. There must be a discussion of the contribution anticipated by the preliminary research and a description of how it will form the basis of a subsequent grant proposal that is submitted to an external research funding source.
5. There must be a description of the source and availability of the preliminary/pilot data required to complete the project and the methodology planned to analyze these data.
6. Separate from the 5-page research narrative, the following information must be provided:
   - The planned contributions of all investigators listed on the proposal.
   - A detailed budget describing the intended use of the awarded funds.
   - A time schedule for completing the preliminary research and intended external grant proposal submission date.
   - A list of potential external funding sources that will be considered for submission of a research grant no later than the end of Spring 2020 semester.

Evaluation of Proposals

Proposals must be submitted via email to the Interim Dean of the Fogelman College of Business and Economics and the Director of the PSI Center for Workplace Diversity and Inclusion (Dr. Marla Royne Stafford; mstaffrd@memphis.edu). Proposals will be evaluated by the Interim Dean of FCBE/Director of CWDI, and members of the CWDI Advisory Board. Proposals must be submitted via email by 5:00pm CT on March 1, 2019.

Proposals will be evaluated using the following criteria:

1. Quality and completeness of the proposal.
2. Relevance of the proposed research for current issues pertaining to workplace diversity and inclusion.
3. Type and perceived quality of preliminary data to be collected as well as methods planned for analysis of these data.
4. The perceived contribution anticipated from the proposed research and likelihood of obtaining subsequent research funding from an external source.

Outcome Requirements

1. All grant recipients must prepare a 1-page report summarizing preliminary results of their grant activity. This report must be submitted via email to the Interim Dean of the Fogelman College of Business and Economics (Dr. Marla Stafford; mstaffrd@memphis.edu) and the Director of the PSI Center for Workplace Diversity and Inclusion (Dr. Chuck Pierce; chuck.pierce@memphis.edu) by 5:00pm CT on the last day of final exams in the fall semester immediately following the summer in which the grant was received.

2. All grant recipients must submit a grant proposal to an external research funding source no later than the end of Spring 2020 semester. The total amount of funds requested in this external research grant proposal must be at least $25,000. A copy of this proposal must be submitted via email to the Interim Dean of the Fogelman College of Business and Economics/ Director of the PSI Center for Workplace Diversity and Inclusion (Dr. Marla Stafford) by 5:00pm CT on the last day of final exams in the spring semester.
Example Table of Contents for Proposal

I. Cover Sheet: must contain project title, name of proposal author(s), total amount of funding requested, date.

II. Proposal Narrative (maximum length 5 single-spaced pages, 12-point font, 1” margins):

   1. Introduction, statement of research question/problem, research aims/objectives
   2. Review of literature relating the current research to current state of knowledge.
   3. Theory, model development, hypotheses
   4. Method (techniques used to model or analyze data and test hypotheses)
   5. Data, description, availability
   6. Specific contributions expected; division of research tasks among collaborators if appropriate.

III. Budget: detailed description of the use of funds if awarded.

IV. Time schedule for completing preliminary research and submission of grant proposal to external funding source.

V. List of potential sources of external research funding for the proposed research.

VI. Bibliography: references cited in proposal narrative.