



THE CHANCELLOR'S DOCTORAL INCENTIVE PROGRAM

— BUILDING BRIDGES —
EXCELLENCE WITH DIVERSITY



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THE CALIFORNIA STATE UNIVERSITY

The California State University system is the nation's largest and most diverse four-year public university, providing opportunities for upward mobility to students across the state. The CSU is consistently recognized for the quality of its teaching and preparing job-ready graduates. It provides the most affordable higher education in the nation, enrolling nearly 460,000 students. It offers 4,100 degree programs that align with workforce demands. It stretches 800 miles serving California's vast region from Humboldt to San Diego. Twenty-one of the CSU campuses are currently recognized by the Department of Education as Hispanic-Serving Institutions (HSIs), colleges and universities with a Hispanic undergraduate student enrollment of at least 25 percent. Fourteen CSU campuses are also Asian American and Native American Pacific Islander Institutions.

CHANCELLOR'S DOCTORAL INCENTIVE PROGRAM

The CSU Chancellor's Doctoral Incentive Program (CDIP) provides an opportunity for exceptional applicants interested in working as scholars and teachers in the CSU to receive comprehensive support during their doctoral studies. The CSU aims to cultivate and maximize the genius of students from every corner of every California community. We aim to be a national leader in the work of equity-centered access and student success. Fundamental to meeting this goal is supporting efforts to create a qualified and diverse faculty to meet the needs of the most ethnically and economically diverse student body in the nation. We seek to increase the number of CSU faculty who have the desire and commitment to teach the diverse student body of the CSU. Through career development programming and CSU faculty mentors, we train doctoral students across the United States to enthusiastically support the CSU's ongoing commitment to the academic success of all of our students, including students of color, students with disabilities, students who are first generation to college, veterans, students with diverse socio-economic backgrounds, and students of diverse sexual orientations and gender expressions.

Since 1987, CDIP has supported more than 2,500 fellows pursuing doctoral degrees with mentoring, financial support, and professional development opportunities.

PROGRAM DETAILS

The program provides mentorship, career development and financial support to doctoral students who have the desire, interest, and motivation needed to teach the diverse student body of the CSU.

Mentorship Support

CDIP facilitates the success of doctoral students by formalizing the mentoring relationship with CSU tenure line track faculty.

Through collaborative teaching, research and service activities, faculty mentors will:

- Support the CDIP fellows' successful completion of their doctoral studies.
- Develop the CDIP fellows' potential for employment in an instructional faculty position at a CSU.
- Support the CDIP fellows' development as teachers and scholars through collaborative teaching and scholarship/research activities.
- Support CDIP fellows' research through collaboration in scholarly, creative, or research activities.
- Support the CDIP fellows' development in service through collaborative service activities that show intentionality in supporting student success across diverse student groups.

More information about the CDIP faculty mentor role can be found on our website.

CDIP Fellows Grants and Awards

Through CDIP grants and awards, we aim to support the collaborative activities of CDIP fellows and their faculty mentors. Fellows will have the opportunity to use grant funds every year they are CDIP fellows to further their doctoral training and to attend professional conferences and workshops.

- CDIP Fellow Doctoral Education Support Grant (\$2,500) funds fellows for doctoral education activities, including: supplies, small equipment, software, books, journal subscriptions, and travel to field/research sites.
- CDIP Fellow Conference Travel Grant (\$1,500) funds fellows up to \$3,000 yearly for travel to participate in professional meetings, conferences and workshops. CSU mentors are funded up to \$1,500 to join their fellows at one conference yearly.
- CDIP Fellow Final Year Dissertation Award (\$5,000) supports doctoral studies completion in the final year when fellows are writing their dissertation.

Career Development Programs

- Pre-Professor Program: The Pre-Professor Program (PREPP) supports CDIP fellows' transition to faculty positions by engaging them in a semester-long program at a CSU campus.
- First Friday Career Development: CDIP First Fridays brings fellows and faculty from across the CSU together to demystify higher education and faculty careers in the CSU. We bring CSU faculty from across the system to connect with fellows in order to support their career development and transitions in higher education.
- National Center for Faculty Development and Diversity (NCFDD) membership: CDIP fellows are eligible for an individual membership to NCFDD if their institutions do not provide memberships.
- Access to exclusive Career Development programs for designed by and for CSU faculty, staff, and administrators through the system-wide Institute for Teaching and Learning (e.g., Advancing Inclusive Mentoring, Certificate Program for Student Success Analytics, and more).

Optional Loan Program

CDIP offers optional loans up to \$10,000 per year, with a maximum amount of \$30,000. This is a private loan:

- Optional loan is repayable up to a 15-year period commencing one year after completion of, or withdrawal from, full-time doctoral study. Interest is not charged until the repayment period begins;
- Optional loan is forgivable at the rate of 20% for each year of full-time postdoctoral teaching employment in the CSU or 10% for each year of half-time postdoctoral teaching employment in the CSU. The amount forgiven is income, and it will be taxed.

PARTICIPANT ELIGIBILITY

The CDIP is intended to support doctoral students interested in joining the CSU as instructional faculty. As such, students who meet ONE of the following criteria are eligible to apply:

- **New or continuing full-time doctoral students** currently enrolled in an accredited program in the U.S.
- **Undergraduate and master's level graduate students** in the process of applying to accredited doctoral programs in the U.S.
- **Students enrolled full-time in doctoral programs who hold full-time or part-time lecturer** appointments in the CSU are eligible and encouraged to apply.
- Applicants must identify a tenure-line **CSU faculty member** to serve as mentor.

Special Degree Considerations

Most professional doctoral degree programs (such as EdD, DPT, JD and PsyD) as well as certain online degree programs are designed for entrance into a nonacademic career. Applicants in a professional doctoral program may apply to the CDIP only if they plan to pursue a tenure-track instructional faculty position and their doctoral program's mission explicitly includes preparation and training of future university faculty researchers and teachers.

CSU EdD programs were established for the purpose of preparing administrative leaders for the California public elementary and secondary schools and community colleges (California Education Code 66040.3). **Therefore, applicants enrolled in or applying to CSU EdD programs are not eligible.**

U.S. citizenship is not required, but applicants for CSU instructional faculty positions must be eligible to work in the United States. For more information, contact the CDIP office at (562) 951-4424.

APPLICATION CHECKLIST

Upload the following documents as noted in the online application (available at www.calstate.edu/CDIP).

A current curriculum vitae, limited to four pages

Statement of Qualifications and Motivation Statement, limited to three pages

Collaborative Plan of Support, co-constructed by CSU faculty mentor and applicant

Two letters of recommendation; one letter must be from the CSU faculty mentor. Currently enrolled doctoral applicants' second letter must be from a faculty member at their institution.

ELEMENTS OF THE APPLICATION PACKET

The application components include:

1. Curriculum Vitae,
2. Qualifications and Motivation Statement,
3. Collaborative Plan of Support, and
4. Two Letters of Recommendation (one letter must be from proposed CSU Faculty Mentor).

Curriculum Vitae

Please include a current curriculum vitae, limited to four pages (at least 11pt font). The CV should focus on academic and professional accomplishments, including scholarly conference presentations (at regional or national meetings) and publications (e.g., peer-reviewed journal articles, book chapters, books). We understand that CVs change and grow through the applicant's academic career. Please share education (e.g., degrees awarded or in progress), any research (e.g., presentations, works in progress, publications, research assistant experience), teaching (e.g., teaching assistant experience, supplemental instruction), or service activities (e.g., student leadership, community service), to date, awards/honors, and any work that you see relevant to your academic accomplishments.

Qualifications and Motivation Statement

Please describe qualifications for the Chancellor's Doctoral Incentive Program. The statement should be limited to **three single-sided pages** (at least 11pt font) and address how the following have contributed to the applicant's commitment to become a CSU faculty member who has the desire and commitment to teach the diverse student body of the CSU.

- Academic preparation (e.g., academic achievements, awards, honors and fellowships)
- Professional experiences in teaching and research
- Connection to the CSU (e.g., former/current CSU student or lecturer, knowledge of the CSU mission and role in preparing California's workforce)

ELEMENTS OF THE APPLICATION PACKET (CONTINUED)

- Dedication and ability to educate a diverse student body. Dedication and commitment to the CSU's ongoing commitment to the academic success of all of our students, including students of color, students with disabilities, students who are first generation to college, veterans, students with diverse socio-economic backgrounds, and students of diverse sexual orientations and gender expressions.
- How mentoring has influenced the applicant's training
- How CDIP would help the applicant's professional development in ways that are not already happening
- How the applicant would plan to give back to future CSU students upon earning the doctorate

PLEASE NOTE: Students from a professional and/or online doctoral degree program (see Participant Eligibility) must address in their Qualifications and Motivation Statement their professional goal as a university faculty member as well as the appropriateness of their doctoral program for their goal. The mentor's letter of recommendation should also address this.

Collaborative Plan of Support

Applicants to the program must have a CSU faculty mentor. The faculty mentor must be a **full-time tenured/tenure-track** CSU faculty member. The mentor/student interactions are meant to assist the student in the doctoral program, to help the applicant understand the workings of higher education institutions and the faculty labor market specific to particular disciplines, and to aid the applicant in the development of skills needed to succeed as a CSU tenure-track faculty member. Please see the Faculty Mentor page on the CDIP website for more information about the CDIP faculty mentor's role and eligibility.

The faculty mentor and applicant are required to jointly develop a written Collaborative Plan of Support describing how they intend to maintain communication and collaboration. The plan should describe clearly defined activities and include a timeline designed to assist the applicant through their doctoral program, and the plan should attempt to connect the activities to the grants and career development programs offered by CDIP. For example, if the applicant proposes to present at a conference in the first year of the plan, connect it to the CDIP Conference Travel Grant by identifying it as a source of funding for both applicant and mentor. The quality of this plan is critically important to the application selection process.

The contents of the plan may vary depending on any prior contact the applicant may have had with the faculty and how familiar the applicant is with the demands of a doctoral program and the expectations of future faculty in the CSU. We encourage prospective applicants to identify and contact faculty who have similar disciplinary interests across the 23 CSU campuses. CDIP campus coordinators at each campus can assist in identifying potential mentors on their home campuses. Share these guidelines with a prospective faculty mentor to start a conversation between the prospective fellow and mentor.

The plan should also include a short statement by the mentor attesting to the applicant's potential as a future CSU faculty. This can be an excerpt from the letter of recommendation.

The Collaborative Plan of Support should outline future activities (academic milestones) that address teaching, research and service—the three dimensions of an academic career. The plan should include dates of completion or anticipated dates of completion for these activities and milestones. Where applicable we recommend adding the internal CDIP grants and awards that students will use to support the academic activities and milestones in the Collaborative Plan of Support (see CDIP website for a suggested template). Suggested activities include the following:

Teaching

- Collaborative teaching/syllabus development
- Participation in teaching & learning seminars/meetings/workshops
- Activities making teaching & learning accessible to local neighborhoods, state, county organizations

ELEMENTS OF THE APPLICATION PACKET (CONTINUED)

Research & Scholarly Activities

- Collaborative Research Projects and Publications
- Collaborative grant proposal development
- Collaborative presentations in professional forums (e.g., conferences in the discipline)
- Collaborative creative activities
- Community partnerships in research or scholarly activities (e.g., making activities accessible to local neighborhoods, state, county organizations)

Service

- Mentoring Students
- Leadership (e.g., disciplinary organization service on committees, student leadership in department, college, or university levels)

We encourage applicants to align yearly activities (i.e., student degree progress/milestones) with CDIP Programs, Grants, Awards in your Collaborative plans (see page four for details). For instance:

- Yearly participation in CDIP Fellow Education Support Grant(s): support progress in doctoral program (e.g., books, software, or minor equipment needed for courses, comprehensive exams, or field work, or disciplinary association memberships needed for career development). First-year students in doctoral program may need support for books for courses, later in preparation for comprehensive exams, books for exams, and then needs may change to equipment or travel to sites when they are starting research project or software when they are conducting analyses. This grant is available one time a year.
- Yearly participation in CDIP Fellow Conference Travel Grant Applications: When will the applicant apply for these grants and to support which conference presentation(s)? Which conference will be attended with the CSU mentor? This grant is available in fall and spring yearly to students as long as they are eligible CDIP fellows. CSU faculty may apply once per year.
- One-time participation in CSU Career Development activities: Pre-Professor Program, online or in person faculty development courses through the CSU like Advancing Inclusive Mentoring, Certificate Program in Student Success Analytics, or through CSU campus faculty development centers.
- One-time participation in CDIP Fellow Final Year Dissertation Award in the expected year an applicant will be writing their final dissertation chapter(s).

There should be clear evidence that the faculty mentor has familiarized the applicant and the applicant has become familiar with the CSU mission, governance, culture and expectations for CSU tenure-track faculty in the applicant's particular discipline.

Letters of Recommendation

Two current letters of recommendation are required with this application. One letter **must** be from applicant's CSU proposed faculty mentor and second from doctoral advisor if applicant is currently enrolled in a doctoral program. If the applicant is applying to doctoral programs a letter from someone familiar with their academic work research interests and potential and commitment to the discipline is appropriate. The letters of recommendation should address:

ELEMENTS OF THE APPLICATION PACKET (CONTINUED)

- The quality of applicant’s proposed plan of study (including the quality of the institution and department where applicant intends to pursue their doctoral degree).
- The applicant’s potential to succeed as a doctoral student and be hired as a CSU tenure-track instructional faculty (particularly important for professional and/or online doctoral degree program applicants).
- The applicant’s experience and motivation to enthusiastically support the CSU’s ongoing commitment to the academic success of all of our students, including students of color, students with disabilities, students who are first generation to college, veterans, students with diverse socio-economic backgrounds, and students of diverse sexual orientations and gender expressions.

Letters should include the reference’s name, address, email, and telephone number. The applicant’s CSU faculty mentor letter should describe the mentor’s approach to mentoring graduate students and, if available, successes with guiding past students through their doctoral education and faculty job search.

APPLICATION TIMELINE

Application opens: January 15, 2024.

Application deadline: March 15, 2024.

Decisions announced: May 15, 2024.

ONLINE APPLICATION SUBMISSION

Be sure to submit all required documents.

- Only complete applications will be considered.
- We encourage applicants to have all materials ready to submit once they start the online application.
- We prefer PDFs.
- Applications submitted after the deadline will not be considered.

CAMPUS COORDINATOR CONTACT INFORMATION

Each California State University has a designated CDIP campus coordinator. **Contact the appropriate campus coordinator** to receive support in identifying a faculty mentor, for support and resources (e.g., samples of application components, writing strong statements, information sessions about CDIP). A list of coordinators can be found on the CDIP website: www.calstate.edu/CDIP.

SELECTION CRITERIA

The following rubric is used to score the CDIP applications. Reviewers read the Qualification and Motivation Statement, CV, Collaborative plan, Letters of Recommendation and use the following scoring rubric. The scoring range of: 1 (Insufficient Merit), 2 (Some Merit), 3 (Good), 4 (Very Good), 5 (Excellent) is used for the following indicators:

1. Connection to the CSU/Passion for becoming a CSU professor: We are looking for students who understand the mission of the CSU and are passionate about teaching our diverse student body. We seek to increase the number of CSU faculty who have the desire and commitment to teach the diverse student body of the CSU and who enthusiastically support the

CSU's ongoing commitment to the academic success of all of our students, including students of color, students with disabilities, students who are first generation to college, veterans, students with diverse socio-economic backgrounds, and students of diverse sexual orientations and gender expressions.

2. Academic and research record strength: We seek to support doctoral students who are making exceptional academic progress as evidenced by the likelihood of earning the doctoral degree, such as GPA, involvement in honors programs, research training, academic or research awards or funding, publications/presentations exceeding/commensurate with the level of training. Potential for success as faculty member in the CSU.
3. Clarity, feasibility, and appropriateness of professional development plan: Applicants and their mentors draft a Collaborative Plan of Support (CPS) detailing professional development outside of the work needed for the applicant's graduate research. CDIP is looking for applicants to consider plans for ongoing development in teaching, mentoring, and leadership, as well as in research. Activities in the CPS should be feasible, and balanced across teaching, research and service, and must be mindful that completing the responsibilities of applicant's dissertation is a priority. We encourage connections between the CPS and CDIP Career Development Programs, Grants and Awards at each stage of the plans.
4. CSU Faculty Mentor Letter of Recommendation: CSU Faculty mentor letter indicates a strong support of applicant's and their partnership in CDIP. The potential, skills, motivation of students in the doctoral program. The quality of the applicants proposed plan of study, potential to be successful in doctoral studies and to receive gainful employment as CSU tenure-track faculty. The CSU faculty mentor indicates strong support of the applicant's potential to enthusiastically support the CSU's ongoing commitment to the academic success of all of our students, including students of color, students with disabilities, students who are first generation to college, veterans, students with diverse socio-economic backgrounds, and students of diverse sexual orientations and gender expressions. Strong support of the applicants commitment to educate the diverse student body in the CSU and dedication to mission, values and goals of the CSU.
5. Second Faculty Reference: The second faculty letter addresses the quality of the addressing the quality of the doctoral program (existing or future program) of applicant. Strong doctoral programs are viewed favorably by CSU hiring committees. The quality of the institution and department where the applicant intends to pursue their doctoral degree and appropriateness for a CSU tenure track instructional faculty position. For example: Does it provide the appropriate certification or accreditation needed in the field?). For-profit universities do not generally provide the necessary preparation needed for a CSU tenure track faculty position. If an applicant is pursuing a professional degree (DSW, DNP, EdD) a case must be made that the degree is suitable for a teaching career in the CSU system.

FUTURE FACULTY PROGRAMS

CDIP is committed to attracting future faculty who have a desire and motivation to join and return to the CSU as teachers and scholars. We aim to support doctoral students who have a strong commitment to the academic success of all of our students, including students of color, students with disabilities, students who are first generation to college, veterans, students with diverse socio-economic backgrounds, and students of diverse sexual orientations and gender expressions.

We are also committed to diversifying the CSU faculty in priority areas of the CSU and the nation in the areas of Science, Technology, Engineering, and Mathematics. We encourage members of the following racial and ethnic groups: Black/African American; Latino/a/x, American Indian or Alaskan Native; or Asian or Pacific Islander to apply. We also encourage members of the following groups: individuals with disabilities, first generation to college, veterans, and individuals with diverse socio-economic backgrounds, and individuals of diverse sexual orientations and gender expressions to apply.

We are committed to diversifying higher education for all groups who remain underserved in higher education.

We anticipate making between 30-50 awards for the 2024-2025 academic year.

SELECTION PROCESS

Applications for the Chancellor's Doctoral Incentive Program are submitted directly to the CDIP program. A systemwide committee evaluates the applications and makes recommendations. This systemwide committee is composed of the Faculty Director of CDIP, two CSU state-wide senators (assigned by Academic Senate of the CSU), CFA member (assigned by CFA statewide), and faculty from across the 23 campuses. Fellows will receive communication via email on application status.

APPENDIX

IMPORTANT NOTES

- Acceptance into the program and/or receipt of a loan through this program and completion of the doctorate does not in any way guarantee employment as a faculty member at a CSU campus or obligate the recipient to accept such employment, if applied for and offered.
- Individual CSU academic departments may have faculty recruitment and appointment requirements in addition to an earned doctorate (e.g., possession of a teaching credential, a Ph.D. instead of a professional doctorate in a specific subdiscipline). It is the applicant's responsibility to be aware of such requirements.
- To be awarded a fellowship, applicants must be accepted into a doctoral program by May 31st, 2024.
- Probationary and tenured faculty members in the CSU are not eligible, regardless of their status in a doctoral program.

INFORMATION SESSIONS

CDIP Information Sessions:

We plan to host several information sessions in Feb and March 2024 to support your application to the program. Please visit calstate.edu/CDIP for updates on the availability of these information sessions.

CDIP Campus Coordinator Information Sessions:

Each CDIP Campus Coordinator may also have information sessions, please contact them directly for more information.