

**Institute for Applied Sustainability**  
Southern Oregon University  
2025 - 2026 Faculty Fellows Call for Proposals  
**Applications Due Friday March 20, 2026**

At IAS, our mission is to...

- Bring together faculty, students, and staff to foster a culture of sustainability across disciplines to support research, further education, and empower learners
- Engage with communities, corporations, and other organizations to drive change and amplify voices
- Catalyze sustainable innovation through established programs and dynamic collaborations
- Envision new possibilities for regenerating communities, environments, and economies

## **THE FACULTY FELLOWS PROGRAM**

The Institute for Applied Sustainability (IAS) invites you to join the 2025-2026 Faculty Fellows cohort. This program supports SOU faculty initiatives that focus on sustainability, broadly defined. We welcome proposals from all disciplines and at any stage of development. As a faculty fellow, you will receive flexible funding, up to \$17,500, to support your sustainability-centered scholarship, teaching, and professional pursuits. The funding can be used in a variety of ways depending on the needs of your project and discipline, including equipment, travel, course buyout (with chair or director approval), hiring research assistants, community demonstrations, summer support, and more.

Whether you have a fully developed project or are still refining your ideas, we welcome your proposals. Your unique skills, perspectives, and enthusiasm are just as important as the project itself. Faculty fellows become an integral part of the IAS community by engaging in collaborative decision making, presenting their work to new audiences, and by fostering valuable partnerships. Beyond the fellowship year, we hope this experience will spark meaningful connections and inspire you to stay engaged with IAS in ways that align with your goals.

### **Eligibility and Funding Period**

The Faculty Fellows program is open to all SOU faculty (.5 FTE or greater) in all disciplines. Only sustainability-related or sustainability-centered proposals will be considered. The program runs from summer to summer, meaning that funds may be used during the summer before the academic year begins, throughout the academic year, and into the following summer. Previous Faculty Fellows are eligible to apply.

### **Wondering if this is the right fit?**

The Faculty Fellows program offers more than just funding. If you are unsure whether your proposal is sustainability-centered or simply sustainability-related, feel free to contact Kira Welch ([welchk1@sou.edu](mailto:welchk1@sou.edu)) for logistical questions or Bret Anderson ([andersob6@sou.edu](mailto:andersob6@sou.edu)) regarding past projects.

### **Application Procedures & Timeline**

1. Submit your project proposal by email to Kira Welch, IAS Coordinator ([welchk1@sou.edu](mailto:welchk1@sou.edu)) by the deadline listed at the top of the page.
  - a. The application instructions page contains word count limits and specific guidelines.
2. Contact Kira Welch, IAS Coordinator ([welchk1@sou.edu](mailto:welchk1@sou.edu)) or Bret Anderson, IAS Faculty and Academic Director ([andersob6@sou.edu](mailto:andersob6@sou.edu)) with any questions.
3. Applicants will be notified of decisions as early as possible, but expect early March.

# EVALUATION CRITERIA & APPLICATION INSTRUCTIONS

Applicants will be selected based on the proposed projects' alignment with the IAS mission and core commitments, proposal coherence and feasibility, and the perceived benefit to the applicant, IAS, SOU, and the wider-community. We are also interested in proposals that have the potential to lead to additional funding via grants or philanthropy. Applicants expertise, experience, and potential to contribute to and collaborate with other faculty fellows in advancing the mission of IAS will also be considered. Though all innovative proposals will be fully considered, we are especially interested in proposals that will further establish SOU's expertise in community and energy resilience.

When writing your proposal, keep in mind that applications may be reviewed by a committee of faculty, students, and staff from a range of disciplines. Applicants are encouraged to familiarize themselves with the IAS 2025-2027 Strategic Plan Core Commitments and Goals (excerpt appended to the end of this document).

**Please submit the following as a single PDF to [welchk1@sou.edu](mailto:welchk1@sou.edu).**

## **1. Cover Page**

- a. Proposal title, your name, and email address
- b. 250 word abstract that clearly conveys your objectives and expected impacts to a multidisciplinary audience.

## **2. Proposal Narrative (3 page limit)**

### **a. Proposal description**

Describe the sustainability-centered scholarship you propose to engage in as a faculty fellow. Outline the rationale and objectives of your project, explaining how it aligns with the core commitments and goals of the Institute (see below). Additionally, describe your expertise, experience, and potential to contribute to and collaborate with other faculty fellows in advancing sustainability initiatives. If your project is less singular and/or if you are genuinely interested in beginning something new with the IAS community that aligns with its core commitments, you are encouraged to articulate your aspirations and how they connect to the Institute.

### **b. Faculty fellowship in the context of your career**

Contextualize your proposed activities within the larger scope of your scholarship, both current and future. Explain how this fellowship will contribute to your professional growth and academic pursuits.

### **c. Projected timeline**

Provide an anticipated timeline of proposed activities, key milestones, and expected outcomes to the extent possible.

### **d. Expected partnerships**

List any partners that may be involved in the proposed activities and describe their level of engagement. Note that letters of support may be appended to the end of the application, but are not required.

## **3. Budget (1 page limit)**

To the extent possible, provide an estimated budget and brief justification of expenses.

## **4. Additional Attachments**

Don't go nuts, but letters of support or other relevant documents may be appended as needed. IAS

## FREQUENTLY ASKED QUESTIONS

- **How many meetings and how much time should I expect to commit beyond my proposed project?**

The Faculty Fellows program does require some amount of engagement with IAS in addition to your proposed project work. Faculty fellows can expect quarterly meetings with external partners, bi-weekly or monthly fellows meet ups, and perhaps quarterly events that support the work of IAS. These additional commitments are designed to benefit fellows by fostering professional development, building valuable networks, and amplifying the impact of each fellow's work.

- **How much should I budget for a course release?**

This is a bit of a moving target, but course releases should be budgeted at the TxT replacement rate. Applicants will need to work closely with their chair and dean on proposed course release details.

- **Can I hire a student to support this proposed work?**

Yes, you may include support for undergraduate and graduate students in your budget.

- **Who should I contact if I need some help pinning down anticipated costs for my budget?**

Department chairs and school directors may be a good starting point for budgeting release time and for salary-specific costs. For additional help, the IAS coordinator can help you find answers.

- **What if my proposal is for a multi-year project? What if it is a continuation of my work in previous years?**

This type of proposal is encouraged. However, the Faculty Fellows program is annual, so please be clear in your proposal how the coming year as a faculty fellow will fit into the larger picture of your work.

- **May I submit a single proposal together with an eligible colleague?**

IAS recognizes that collaboration is incredibly valuable. However, we ask that proposals have a single applicant. Collaborating proposals are certainly welcome to note the partnership. Be sure that your budget clearly delineates roles and costs. Since we cannot guarantee that both would be selected, it may be helpful to signal whether or not you would accept funding should your collaborator not be offered a fellowship.

- **What support is available for project development or proposal refinement?**

Begin by contacting the IAS Coordinator, Kira Welch. Kira can help with many of the technical aspects and will know who the best person would be for other needs specific to your proposal development.

- **Are there restrictions on the types of expenses that can be included in the budget?**

This funding for your fellowship is designed to be as flexible as possible within the constraints of SOU policy. We understand that the work of IAS fellows is innovative and may require unique expenditures. While your proposed budget should outline anticipated costs, we also recognize that project needs can evolve, and we're committed to helping you navigate any challenges that arise related to your project expenditures.

## IAS Core Commitments and Goals

### What do we mean by *Applied* Sustainability?

At the Institute for Applied Sustainability, ‘applied’ reflects our drive to make a real, measurable difference. Our vision – to lead toward a more beautiful future – requires decisive action on Southern Oregon University’s environmental impact while providing regional leadership in innovative sustainability practices. Unlike traditional research institutes, we go beyond studying sustainability by advancing and demonstrating solutions that create meaningful change on campus and throughout our region. To that end, we are guided by three interconnected commitments:

- To develop programs that elevate the next generation of leaders, partners, and supporters.
- To provide leadership that drives change on campus and in the region.
- To take decisive action on our own impact.

The following are IAS’s three core commitments and nine goals as described in the 2025-2027 IAS Strategic Plan:

### **Core Commitment I: Develop programs that elevate the next generation of leaders, partners, and supporters.**

Goal 1: IAS will position SOU as a nationally recognized leader in sustainability education by offering programs that create meaningful impacts for students and the world around them.

Goal 2: Empower student sustainability leaders and cultivate a culture of sustainability and inclusion.

Goal 3: IAS will establish a sustainable funding model to ensure the institute’s long-term success and impact.

### **Core Commitment II: To provide leadership that drives change on campus and throughout the region**

Goal 4: Expand the capacity and fundability of SOU scholars.

Goal 5: SOU will become a leader and demonstration site for sustainability and resilience.

Goal 6: IAS will lead efforts in the development of The Klamath-Siskiyou Bioregion in becoming an internationally recognized destination for sustainability-focused tourism, education, and demonstration.

### **Core Commitment III: To take decisive action on our own impact**

Goal 7: Our holistic, integrative, and innovative approach to sustainability will achieve national recognition.

Goal 8: IAS is a catalyst for staff- and faculty-led innovations that have the potential to regenerate communities, environments, and economies.

Goal 9: IAS will cultivate a culture of innovation by encouraging risk-taking and developing and testing sustainable solutions, systems, and processes.