The Dietrich Fellowship
for Courageous Global Citizens
September 2022

Overview:
The Dietrich Fellowship is an annual, merit-based financial award given to a current staff member\(^1\) of Concordia Language Villages (CLV) who has shown an exceptional dedication to global citizenry and language education and is a passionate, compassionate leader of others. This $25,000 award is given with the expectation that the recipient (hereinafter named “the Fellow,”) will use the funds over a nine-month period (September through May) to circumnavigate the world to stretch their language and cultural capacities, and in so doing, take an active part in cultural immersion activities on at least three continents. These can be volunteering opportunities, internships, self-designed service projects, or a combination of all three. It is anticipated that the Fellow will choose a part of the world where they already speak the language, but they are also encouraged to travel to places where their language skills may be more rudimentary or yet nonexistent. A CLV Point of Contact will be assigned to the Fellow and there will be regular check-in points. The Fellow is expected to maintain a blog/vlog of their activities and to actively share their experiences, growth and development with the CLV community on a continual basis for the duration of the Fellowship. In addition, the Fellow is expected to return to the Language Villages after the Fellowship year to share what they have learned with the students and staff\(^2\). The ultimate aim of the Fellowship is to enrich the life experience of the Fellow and to inspire them to become a positive leader in a world that needs courageous global citizens to bring us all together, and move us all forward.

Rationale:
The purpose of the Fellowship, and how it pertains to CLV, is a belief that the most effective learning is based on real experience. Going further than language and cultural immersion in the Village setting, the Fellowship aims to allow current, dedicated staff members to experience the wider world through first-hand encounters. Inspired by the experiences of David Dietrich Oprava, who was a three-time credit villager and eight-year staff member at Waldsee, the German Language Village, and his dedication to travel, learning and service, this Fellowship hopes to inspire CLV staff members who have proven themselves as leaders to take the next step in their personal and professional development. By giving them the opportunity to explore the entire world, the insight they will gain, the experiences they will have, and the skills they will learn will benefit not only CLV, but also ideally the world as a whole.

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\(^1\) Current CLV staff member includes someone who a) is either regularly benefitted; or b) has served in a Village program on a seasonal (summer and/or academic-year) contract within the last 12 months AND has served on staff in a Language Village summer session the preceding summer prior to submitting an application for a minimum of four weeks, excluding summer staff orientation. U.S. and non-U.S. citizens are eligible.

\(^2\) Applicants must be able to demonstrate a reasonable ability to be employed in a Language Village summer session the following summer after completion of the Fellowship.
Criteria:
- Must be aged between 21 to 30\(^3\) at the commencement of the Fellowship;
- Must have been a CLV staff member for a minimum of three years, ideally longer;
- Ideally has also been a villager;
- Has shown exceptional dedication to, and enthusiasm for, the CLV mission;
- Is a proven leader both in and outside the Villages;
- Demonstrates a keen interest in global citizenry;
- Is able to demonstrate an ability to work and travel independently; and
- Has the full confidence and support of their Village Dean(s).

Process:
- Eligible staff members who seek the Fellowship may apply directly for the fellowship, but are encouraged to seek the endorsement of their current Village Dean(s) via a nomination letter.
- Each Village Dean and Leadership Group staff member may endorse up to three staff members per year with a nomination letter.
- The applicant must provide a resume and a letter of recommendation from at least one external reference (another employer besides CLV, former or current professor, advisor, etc.), in addition to a nomination or reference letter from a Village dean or Leadership Group staff member.
- Once endorsed, the applicant must compose a detailed plan of action describing how they would use the time and funds during the Fellowship. The Fellow should plan to spend a minimum of one month on each of their three chosen continents; however, they are encouraged to stay longer and to choose more than three continents if they like.
- While there will be no set application, those applying need to be creative and original in the way they express their qualifications, plans and desire to become a Fellow. For example, an application could include a video, a poem, a series of blog posts, a portfolio of teaching tools, an art project, etc.
- Applicants must submit their completed application/presentation/creation to CLV by January 7 (or end of first full week in January) in the year preceding their expected Fellowship. Applicant submissions must be in an electronic format (written or media content) so that the committee can remotely access and review.
- A small group of qualified people\(^4\) compose the selection committee to assess the applications, convene virtually, and narrow the field of candidates down to no more than three finalists. Beyond demonstrated language and cultural competence and capacity, the following values guide the selection of the finalists: courage, adventurous outlook, global curiosity, community builder, leadership and followership, independence and multicultural respect.

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\(^3\) The age restriction reflects choosing applicants in the early stages of their career preparation and life trajectory where fellowship funds will make a difference in their ability to travel the world and stretch their global citizenship skills.

\(^4\) The selection committee is composed of the lead donor, the CLV executive director (or their designate) and three other individuals. See criteria of selection for the committee.
- Finalists are invited to an interview (in person or virtually as circumstances warrant) where they can present their plans and passion for the Fellowship to the selection committee by no later than the end of March. A stipend is available to the interviewees to cover travel and accommodation expenses if in-person meetings are scheduled. (Note: this stipend is provided from the restricted fund associated with the annual Fellowship donation, see below*)
- The chosen Fellow is notified soon thereafter so they can start to make plans for their September departure.
- The Fellow is expected to be an active member of the Village program staff during the summer before their departure, as well as the summer afterwards, and hopefully beyond as matches their availability.
- In the event that no suitable candidates apply in any given year, or are selected, the next year there will be the opportunity for two fellows to be selected, and so on.
- In the event that there is a global pandemic or other world event that disrupts travel or creates border closures on a worldwide scale, the Fellowship may be postponed or cancelled.

**Fund Dispersal to the Fellow:**
- Once an individual is designated the Fellow, a CLV Point of Contact is assigned.
- On or before June 1st, the Fellow is given $5,000 to purchase their round-the-world plane ticket (or other means of transport as appropriate) and an additional $5,000 to cover initial placement costs with an aim of beginning their journey at the start of September.
- Another $5,000 is disbursed at the beginning of September as the Fellow departs.
- An additional $5,000 is given at the end of December and the final $5,000 at the beginning of March to cover the remainder of the Fellowship.
- The Fellow must be able to account for and show receipts for how the majority of the money has been spent. They do not need to show receipts for smaller, day-to-day living expenses.
- It is understood that while the vast majority of the Fellowship time and funding should be dedicated to service activities, room and scope exist within the Fellowship guidelines to allow for open-ended travel and experiential activities.
- If there are any significant deviations to the travel plan during the Fellowship year, these changes must be communicated to the designated CLV Point of Contact so that there is an institutional review of the newly proposed action plan. In addition, the Fellow should remain in touch with their Village dean in order to start to shape how their experience will impact the Village program in the ensuing summer.
- During the Fellowship year, the Fellow should not establish an affiliation with an academic institution abroad and shouldn’t hold any type of formal employment. Any side earnings that are garnered from informal employment should not exceed $5,000 during the Fellowship year.
- Travel insurance is covered through Concordia College on its EIIA policy (details to be provided to the Fellow upon selection). Other types of insurance are the responsibility of the Fellow. Note that there is a health insurance option through Concordia Language Villages/Concordia College that the Fellow may purchase if s/he doesn’t have a personal policy.
There is an expectation that the Fellow will abide by U.S. State Department travel warnings, and will be in communication with the CLV Point of Contact if/when any warnings are posted for a certain location on the travel plan. Concordia College has a travel crisis management team that can be activated to support a Fellow as circumstances warrant.

Timeline for Annual Implementation:
- June of year one: Begin advertising the Fellowship to prospective applicants at the summer staff orientations and via the CLV website, Village blogs, e-mail lists and other informational sessions.
- July and August: Hold informational sessions for prospective applicants at International Days and/or summer staff orientations.
- September: Promote Fellowship to all previous summer’s staff via CLV Voices and other messaging; encourage Village deans and Leadership Group staff (message from CLV executive director and/or program directors) to nominate up to three individuals for the Fellowship opportunity with a letter outlining their qualifications and suitability.
- October 15: Nomination letters are due from Villages deans (sent to CLV executive director and David Oprava); letters are then sent to applicants endorsed by the deans with request of notification of intent to apply.
- January 7 (or end of first full week in January) of year two: Fellowship applications are due; electronic files are sent to the selection committee by mid-January.
- March: Interviews are arranged for up to three finalists; fellowship selection is announced.
- April: Advertise the awarding of the Fellowship.
- September: The Fellow begins the Fellowship.

Promotion of the Fellowship:
- Information on the Fellowship and its lead funder, the application process and the expectations appear on the CLV website as well as distributed via email lists, on individual Village blogs and social media platforms.
- Once the Fellow has been chosen, a link is established on the CLV website called “Follow the Fellow” to provide biographical information about who was chosen, why, and what their plans for the Fellowship will be.
- Once underway, the “Follow the Fellow” portal is where the Fellow posts their blog/vlog entries, shares photos and videos, and responds to questions from those following their progress.
- At CLV summer and year-round events, promotional materials are distributed.

Post-Fellowship Impact:
It is the hope and intention that the Fellow will remain on staff at CLV for as long as possible so that they can continue to take leadership roles, help shape the mission, and inspire others. Of course there is no way to predict an individual’s tenure at the Villages; however, efforts will be made to encourage the Fellows to return, and in so doing, to help retain other valued members of staff. The Fellow is expected to provide presentations at the Summer Staff Orientations in order to promote the opportunity to future applicants and to provide context for successful applications and fellowship travel plans/goals. In addition, the Fellow is encouraged to be a spokesperson for the
Village through media interviews, online blog/vlog, Youtube channel, radio, TV, etc. The most recently returned Fellow is asked to be part of the check-in meetings with the selection committee during the next Fellow’s tenure to provide advice and feedback. Fellows may be invited to serve on the selection committee as the program progresses and takes hold.

**Selection Committee:**
- The selection committee is composed of five members who are asked to serve for a minimum of two years, which could be extended to a longer term depending on unforeseen circumstances. The selection committee includes the Executive Director of Concordia Language Villages, or a proxy chosen by the Executive Director, as well as the Founding Donor (David Dietrich Oprava) or a proxy chosen by him to act on his behalf.
- Three additional members are chosen by the aforementioned Executive Director and Founding Donor from a pool of CLV staff alumni who are considered to be “exceptional.” Nominations for the selection committee are sought from Village Deans, Leadership Group staff and past Fellowship selection committee members.
- The term staff ‘alumni’ includes anyone who has worked at the Villages in a teaching capacity at any time since the Villages' inception in 1961; however, the individual is not currently a member of the full-time or seasonal staff at the Villages.
- The term “exceptional” defines someone who has embodied, in action and career, the CLV mission and who demonstrates the qualities of a courageous global citizen.
- Ideally the members of the committee are recognized professionals in their fields, most likely but not constrained to education and academia, governmental or non-governmental international work, or any field that involves extensive international travel and proactive interaction with a wide variety of languages, cultures and regions.
- The chosen committee members are asked to interview the Fellowship finalists, in person or virtually, and to make a decision, based on a consensus with the other members of the committee, at that time. In addition, they serve as an informal sounding board for the Fellow during the Fellowship with a number of virtual meetings scheduled throughout the nine-month period.
- Within reason, all of the committee members' travel expenses are supported by an allocation from the Fellowship restricted account, if and when an in-person meeting is scheduled or required; however, no additional remuneration is offered.