

ADVANCE

PROJECT CREST



Changing Research Experiences, Structures
and (in)Tolerance through the Adoption of
Promising Equity Practices



Project Leadership:

Principal Investigator: Dr. Jessi L. Smith

Co-PI: Dr. Emily Skop

Co-PI: Dr. Heather Song

Co-PI: Dr. Sylvia Mendez

Research Development Coordinator:

Dr. Kelly McNear

Project Coordinator: Jennifer Poe

Overview

Project CREST seeks to improve the research landscape of UCCS today and for the next generation of scholars by adapting evidence-based practices from previously funded NSF ADVANCE projects to our unique university context.

Project Aims



Impact

Positively impact the research experiences and productivity of women- and minority-identifying faculty



Change

Change the research policies and evaluation structures within the institution to more fully support the research participation of women- and minority-identifying faculty



Mitigate

Vigilantly mitigate biases within UCCS research spaces and research processes

Connect with us!



[www.research.uccs.edu/
advanceprojectcrest](http://www.research.uccs.edu/advanceprojectcrest)



advance@uccs.edu



www.facebook.com/nsfCREST



The material on this page is based upon work supported by the National Science Foundation (NSF) under Grant No. 2117351. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.



From left to right: Dr. Heather Song, Dr. Sylvia Mendez, Dr. Emily Skop, Jennifer Poe, Dr. Jeffery Montez de Oca, Dr. Jessi Smith, & Lindsay Coppia

View our initiatives and explore the links to our resources and impact below!

Initiative 1

Build a responsive and inclusive research infrastructure

Inspired by **Montana State University's ADVANCE Project TRACS** we:

1. Hired a **Research Development Coordinator** to help establish an inclusive research infrastructure.
2. Offer "**mini grants**" for women faculty and those from other underrepresented backgrounds in STEM and SBS.
3. Host **grant-writing boot camps** to provide dedicated time and instruction for creating successful grant submissions.
4. Create and implement a targeted **Research Network** to provide ongoing support and mentoring for campus researchers.

Initiative 2

Reshape research policy, practices, and evaluation structures

1. Use the **WVU Dialogues dual-agenda technique** to develop cohesion and inclusion among departments and co-create new annual review processes with each unit.
 - View the **toolkit** here and read our **Campus Report!**
2. Reimagine promotion and tenure documents in line with **Seattle University's ADVANCE Project**
 - Learn more and read the **Project CREST Think Tank's white paper!**
3. Revisit all research policies with an intersectional lens to ensure that they benefit everyone. For example, see our **report and recommendations on Campus Awards!**
4. Establish enduring sense-making opportunities using **Georgia Tech's ADEPT** format to catalyze new habits, texts, and interactions that can help sustain and cultivate gender and racial equity such as with the **RPT Review Bias Literacy Workshop!**

"To close gaps and keep them closed means reckoning with multiple intersecting power dynamics and empowering marginalized group members' voices, votes, and other forms of influence – to define the present and future of the community." – Julie Posselt (2020, p. 2)