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!

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Hired a Research Development Coordinator to help establish an inclusive research infrastructure.

Offer “mini grants” for women faculty and those from other underrepresented backgrounds in STEM and SBS.

Host grant-writing boot camps to provide dedicated time and instruction for creating successful grant submissions.

Create and implement a targeted Research Network to provide ongoing support and mentoring for campus researchers.

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)