

ADVANCE

# PROJECT CREST



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



### Project Leadership:

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## 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



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From left to right: Dr. Heather Song, Dr. Sylvia Mendez, Lindsay Coppa, Dr. Kelli Klebe, Dr. Elizabeth Daniels, Jennifer Poe, Dr. Jessi Smith, & Dr. Emily Skop

## Initiative 1

Build a responsive and inclusive research infrastructure

Based upon **Montana State University's ADVANCE Project TRACS** we will:

1. Hire 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 bootcamps to provide dedicated time and instruction for creating successful grant submissions
4. Create and implement a targeted Research Facilitation 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. **Check out the Toolkit now!**
2. Reimagine promotion and tenure documents in line with **Seattle University's ADVANCE Project**
3. Revisit all research policies with an intersectional lens to ensure that they benefit everyone – also from SU's ADVANCE
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

*"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)*