# **Faculty Assembly Women’s Committee Call for Proposals**

# **Research ADVANCEment Grants**

## **Submissions Accepted November 1st – November 29th, 2021**

This ADVANCE Project CREST and Faculty Assembly Women’s Committee co-sponsored program is intended for mid-career, women-identified faculty in STEM/SBS at UCCS to support their research and creative works as they move towards attaining promotion to Full Professor. The Faculty Assembly Women’s Committee and the ADVANCE Project CREST team seek proposals for three awards for research and creative works from women-identified faculty at UCCS.

**BACKGROUND**

A recent study conducted by the AAUP, reported in the article “Broadening Efforts to Address Gender Inequity,” illustrates that whereas women make up 50% of the faculty at the Assistant Professor rank on average, that percentage drops to 45% at the Associate Professor and 32.5% at the Full Professor ranks. Furthermore, data from the National Center for Education Statistics indicate that in 2018, Black women held 3.8% of tenure-track positions and 2.3% of tenured positions; Latina women held 3.1% of tenure-track positions and 2.6% of tenured positions; Asian women held 5.3% of tenure-track positions and 3.5% of tenured positions. UCCS’s own faculty statistics mirror these national numbers (see the UCCS Institutional Research (<https://ir.uccs.edu/employeedata/employees>). These patterns clearly demonstrate that minoritized and women-identified faculty experience barriers to hiring, retention, and promotion in higher education, and that these barriers are likely hampering UCCS faculty as well.

The decrease in numbers of women-identified faculty members, especially women of color, through the ranks indicates that women-identified and minority faculty would benefit from additional support to achieve promotion to Full Professor. This is particularly true in the context of the COVID pandemic and broader societal racial unrest that call for addressing structural inequities in multiple societal institutions, including academia. This grant provides such support by offering time for research.

**DETAILS**

This grant is aimed at mid-career women-identified faculty at UCCS to support their research and creative works in pursuit of promotion to Full Professor. Applicants must be from STEM and Social/Behavioral Sciences, as funding is currently tied to ADVANCE Project CREST (https://grants.uccs.edu/nsfadvance/advance-project-crest/).

* Eligibility: All women-identified faculty from STEM and Social and Behavioral Science fields departments with the rank of Associate Professor.

Award amount: $5,500 (benefits will be covered by the funding partners)

* Funding period: January 1st, 2022 – December 31st, 2022
* Deadline for submissions: November 29th, 2021
* Number of Awards: Three awards will be given in the 2022 calendar year

**ALLOWABLE COSTS – cannot exceed $5,500**

* Summer salary
* Student teaching assistant salary
* Student research assistant salary
* Course-buyout salary using the university rate of $5500
* Benefits - calculated at current university rates

**CRITERIA FOR EVALUATION**

Conditions are determined by the Faculty Women’s Committee (FAWC) and ADVANCE Project CREST and all proposals will be reviewed by both FAWC members and a member from Project CREST. Each application will be reviewed on the following criteria:

* Cover page (included at the end of this document).
* Proposal should provide evidence that the award will help the applicant become more competitive when seeking promotion to Full Professor. The proposal should also speak to how this deliberate investment of resources will more broadly further the applicant’s professional goals (maximum 500 words).
* Budget justification and timeline for expenditure (up to 1 page).
* Applicant’s condensed CV (2 pages). Use of the [SciENcv](https://www.ncbi.nlm.nih.gov/sciencv/) format is encouraged, but not required.
* [Course-buyout approval form](https://research.uccs.edu/sites/g/files/kjihxj1536/files/2021-10/Course%20Buy%20Out%20Approval%20Form_sign.pdf) (if applicable).

**AWARD CONDITIONS**

1. If applying for a differential workload course buy-out, approval must be given by the Dean.
2. Complete a short “final report” survey one year from the award date. Awardees will receive further instructions.
3. Agree to take part in a brief interview upon completion of the funding period to share the impact of this award on the progression of their research and promotion timeline.

**Notes on allowable costs:**

* Faculty buy-outs can be supported if approved by the college Dean prior to submission and will be at the current honorarium rate for each applicant’s college or $5,500 whichever is less. Funding will include fringe at the university-defined rates for either faculty or students. All buy-outs must be clearly justified in the budget section as to why the work requires a differential workload.

Proposals with summer stipends will be considered, but applicants should be aware that normal reductions in pay (e.g., income tax and FICA) will be withheld. As with all expenditures connected with the award, summer stipends cannot be used before July 1 2022. Stipend money may not be carried over past June 30, 2023.

**PROCEDURE FOR SUBMITTING THE APPLICATION VIA EMAIL**

1. Save your proposal as a single pdf file with the file name LASTNAME\_ADVANCEcy21.
2. Email your proposal to [fawc@uccs.edu](mailto:fawc@uccs.edu) by 5pm November 29th, 2021.
3. Award notifications will be sent December 13th, 2021 and funding will begin January 1st, 2022.

### **UCCS Faculty Assembly Women’s Committee**

**Application for Research ADVANCEment Grant 2022**

COVER SHEET

**Name**:

**School/College**:

**Department or Discipline**:

**Rank**: Assistant Professor Associate Professor Full Professor

**Title of Project**:

**Total Budget Requested**:

**IMPORTANT: Submit the proposal, including this cover sheet to fwc@uccs.edu by *5pm on November 29th, 2021.***