

ADVANCE

PROJECT CREST

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



Project Leadership:

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Co-PI: Dr. Heather Song

Co-PI: Dr. Sylvia Mendez

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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



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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

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)