

Collaboration and Equity

UMassAmherst

ADVANCE Program

The National Science Foundation has awarded a coveted ADVANCE Institutional Transformation grant to the University of Massachusetts Amherst to develop systemic and sustainable approaches to advance gender equity (including dynamics at the intersection of race and gender) and promote gender equity in ways that involve women and men.

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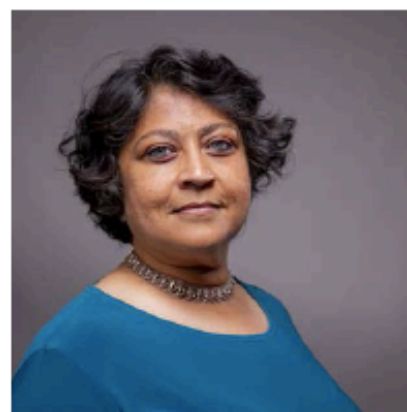
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NSF ADVANCE Institutional Transformation (IT) Grants



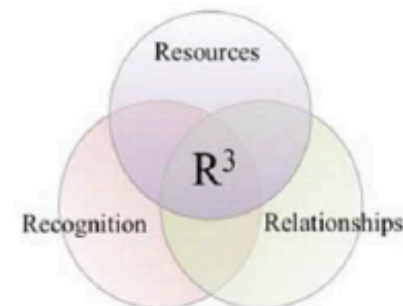
- \$3 Million over 5 years; substantial institutional investment
- Supports the research and development of innovative organizational change strategies to produce comprehensive change
- Addresses gender disparities, including intersections with race and nationality, in STEM fields

Broad Program Goals for Equity at UMass

- Recruit and retain diverse STEM faculty (gender, race/ethnicity, nationality, sexuality, disability status).
- Ensure that faculty feel satisfied, included, and respected.
- Provide clear pathways for advancement to promotion, tenure, and leadership roles.

UMass ADVANCE: Collaboration & Equity

- We focus on how to promote collaboration in three key arenas:
 - Research Collaboration
 - Inclusive Community
 - Shared Decision-Making
- R^3 Model focuses on providing:
 - Resources
 - Relationships
 - Recognition



Faculty Survey at UMass

Baseline survey (2018) → Interventions (2019-2023) →
Follow-up survey (2023)

- Opportunities for **research collaboration**; what factors promote collaboration; what % of faculty research is collaborative
- **Experiences in departmental community**: climate; treatment of identity groups; feeling valued; involvement in faculty mentoring
- **Dept decision-making**: how inclusive & transparent is governance
- **Professional advancement**: tenure; promotion to full; leadership
- **Constraints**: Caregiving, commute, spouse/partner considerations

Compare identity groups across colleges, dept, TT/NTT, ranks

Goals & Mechanisms around Research Collaboration

- Help faculty members identify collaborators, effectively engage in collaborative research, and receive recognition for collaborative research

Institution focus	Chairs & Heads	Faculty
<ul style="list-style-type: none"> • Providing seed grants for collaborative research • Promoting changes to electronic records for recognizing Co-PIs • Promoting inclusion of co-PI status on AFR 	<ul style="list-style-type: none"> • Workshop on crediting collaborative research 	<ul style="list-style-type: none"> • Intellectually-driven events to help promote connections over shared interests • Research briefs summarizing shared research interests, instruments, etc. • Workshops on tracking and ensuring proper recognition of collaborative research • Workshops on initiating collaborative research and grant-writing • Workshops on managing the interpersonal dynamics of collaborative research • Logistical help for meetings of collaborative groups

Goals & Mechanisms around Inclusive Community

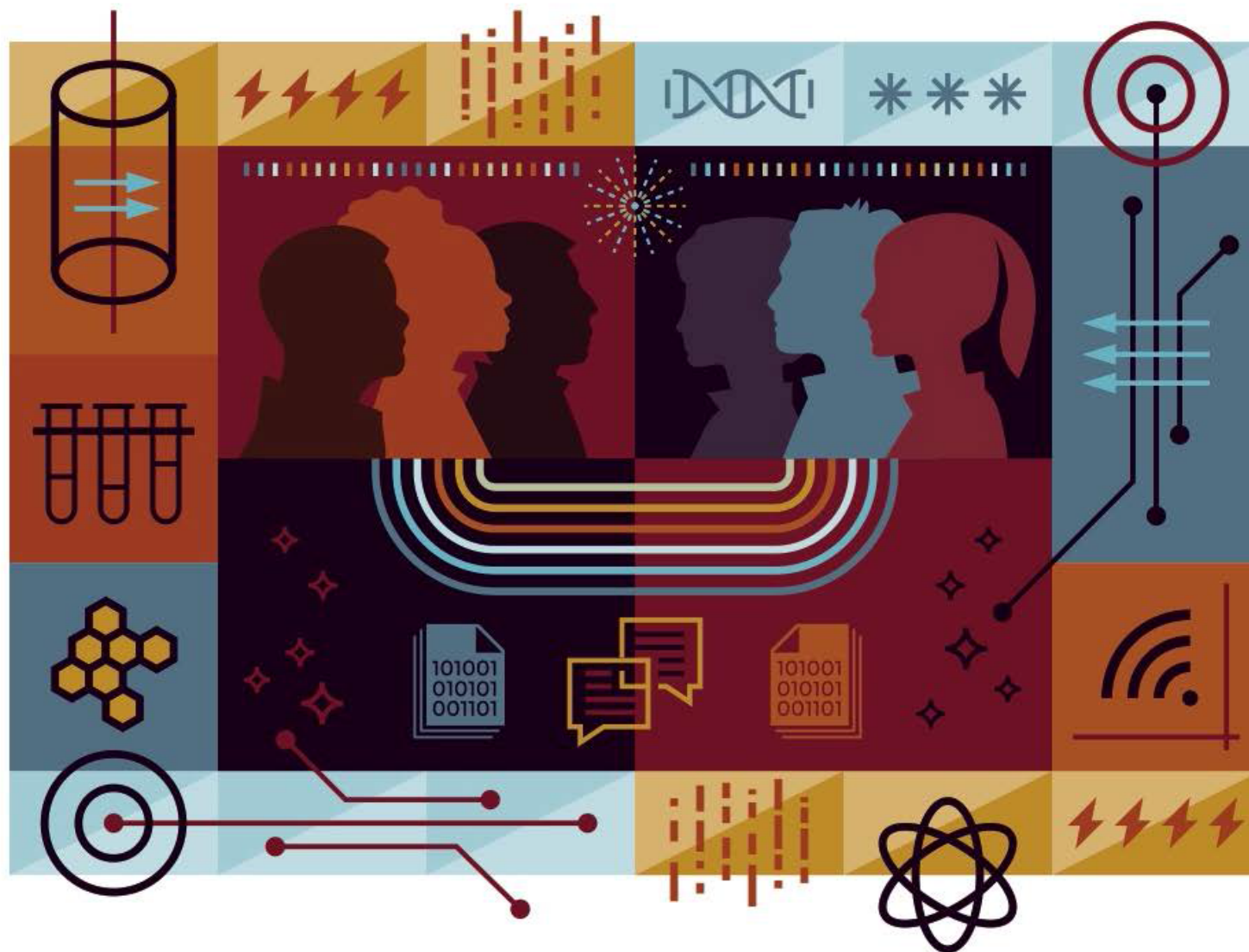
- Create opportunities for faculty members to build inclusive communities
- Guarantee that all faculty members receive support and mentoring

Institution focus	Chairs & Heads	Faculty
<ul style="list-style-type: none"> • Providing mutual mentoring grants • Providing awards for inclusive peer-mentoring • Advertising successful interventions and strategies • Promoting inclusion of peer mentoring on AFRs 	<ul style="list-style-type: none"> • Workshops on developing productive mentoring relationships • Workshops on inclusive community building • Workshop on providing clear feedback to faculty • Workshop on encouraging, recognizing and rewarding peer mentoring work 	<ul style="list-style-type: none"> • Creating, enhancing, and supporting networks for women, URM, international, and LGBTQIA faculty members • Workshops on collaborative career development • Workshops on developing productive mentoring relationships • Workshops on understanding and addressing the needs of diverse faculty and inclusive community

Goals & Mechanisms around Shared Decision Making

- Develop, recognize, and disseminate best practices models for shared decision-making and leadership development

Institution focus	Chairs & Heads	Faculty
<ul style="list-style-type: none"> • Establish and give awards for best practices in shared decision-making • Recognize and publicize effective shared decision-making strategies 	<ul style="list-style-type: none"> • Coaching from previous Chairs/Heads on shared decision-making • Workshops on shared governance and decision-making • Workshop on working effectively with PCs • Workshop on encouraging and developing faculty leadership 	<ul style="list-style-type: none"> • Workshop on collaborative decision-making and shared governance • Workshops on engaging effectively with leaders • Workshops on leadership development and opportunities



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