

Splash: Making WAVES Newsletter – Spring

Welcome back to **Splash**, the newsletter for the *Making WAVES* project at UMass Lowell. *Making WAVES* is an initiative to increase diversity of faculty in STEM fields funded by the National Science Foundation ADVANCE Program. The \$3.5 million, five-year grant to UMass Lowell is for an institutional transformation initiative led by the Center for Women & Work.

This edition of **Splash** focuses on our recent events in recognizing faculty (both individual and team) who are effective leaders in equity, and on our progress in mentoring and bystander training development.

Showcasing Effective Practices: Equity, Inclusion, and Transformation

On **Wednesday, April 18th**, from **2-4 p.m.** in **Moloney Hall**, the Office of the Provost and the *Making WAVES* initiative co-hosted "**Showcasing Effective Practices: Equity, Inclusion and Transformation.**"

This event recognized the UMass Lowell faculty who are transforming the university through effective practices in equity, inclusion, and mentorship. Shown below: Members of the Solomont School of Nursing (SSON) team, winners of the first Departmental Award for Excellence in Promoting Equity, along with faculty and administration.



Front row, left to right: Beth Mitchneck (Vice Provost for Faculty Success), Sadia Fathi, Elizabeth Burrows, Laurie Soroken, Lisa Abdallah, (SSON Chair), Jacqueline Dowling, Karen Melillo, Laura Hajjar, and Meg Bond (PI, *Making WAVES*).

Back row, left to right, Arline El Ashkar, Jeanne Katz, Jessica Teates, Christine Repsha, Shellie Simons, Margaret Knight, Judith Aquino, and Michael Vayda (Provost).

Photo Credit: Tory Germann

The program started with a panel discussion of effective practices, before a presentation of two types of newly-created awards. One award is for Departmental Excellence in Effective Practices in Promoting Equity; another set of awards are faculty Mentorship Awards.

These mentoring awards were given by the Office of the Provost to faculty who have excelled in mentoring of Undergraduate Students, Graduate Students and Faculty-to-Faculty mentoring. Following the discussion and the presentation of awards, a networking reception was held.





Beth Mitchneck, Vice Provost for Faculty Success, introducing the Mentoring Awards. Photo credit: Tory Germann



Matthew Nugent presenting the Kennedy College of Science Mentoring Program; fellow panelist and award winner Lisa Abdallah (Solomont School of Nursing Chair) watching. Photo credit: Tory Germann

The panel on Effective Practices featured three speakers: Lisa Abdallah, Chair of the Solomont School of Nursing; Matthew Nugent, Associate Dean for Research, Innovation and Partnerships, Kennedy College of Sciences; and Meg Sobkowicz-Kline, Associate Professor in Plastics from the Francis College of Engineering and of the *Making WAVES* initiative.

All three panelists shared their approaches to recognizing a challenge in equity and the efforts that they have made to correct them. Lisa Abadallah's presentation, *A Nursing School's Journey towards Cultural Awareness, Inclusivity, and Civility* spoke of methods used to make all students at the school feel welcome, respected, and supported; Matthew Nugent's *KCS Faculty Mentoring Program*, an effort by the Kennedy College of Science to mentor beyond the traditional monthly meeting between senior professors and new faculty, including a Pre-Tenure Club for networking; and Meg Sobkowicz-Kline's presentation, *WAVES Approach to Building a Community in Support of Equity* spoke of the reasons why microaggressions can be so damaging and how the *WAVES*

Mentoring Awards

The Showcasing Effective Practices event also recognized individual mentors at UMass Lowell. These awards, given by the Vice Provost's Office, are for excellence in mentoring. in the following categories:

- Outstanding Mentoring of Graduate Students: **John Wooding**
- Outstanding Mentoring of Undergraduate Students: **Zhiyong Gu & Phitsamay Uy**
- Mentoring Undergraduate Students with Distinction: **Christopher Carlsmith & Carole Salmon**
- Outstanding Mentoring of Faculty: **Meg Bond & Katherine Tucker**
- Mentoring Faculty with Distinction: **Jeffrey Moore & Holly Yanco**
- Honorable Mention: **Matt Nugent**

All honorees photo credit: Tory Germann



John Wooding,
Political Science



Zhiyong Gu,
Chemical Engineering



Phitsamay Uy,
School of Educaton



Christopher Carlsmith,
History



Carole Salmon,
French Studies & Culture



Meg Bond,
Psychology



Katharine Tucker,
Biomedical & Nutrition
Sciences



Matthew Nugent,
Associate Dean for
Research, Innovation, and
Partnerships

WAVES 50/50 Lecture Hosted Dr. Thomas Webster

Dr. Thomas J. Webster was the speaker for the 50/50 Lecture on April 4th. The host for the 50/50 was Assistant Professor Gulden Camci-Unal from Chemical Engineering.

Dr. Webster has a degree in chemical engineering from the University of Pittsburgh and in biomedical engineering from Rensselaer Polytech Institutes. He is currently the Department Chair and Professor of Chemical Engineering at Northeastern University in Boston. His research explores the use of nanotechnology in numerous applications. He is the Director of the Nanomedicine Laboratories at Northeastern and has completed extensive studies on the use of nanophase materials in medicine.



The 50/50 lectures are a series of talks where prominent faculty speak about their research and career path. Half of the time is allotted to technical, educational and research interests; the other half to career path.

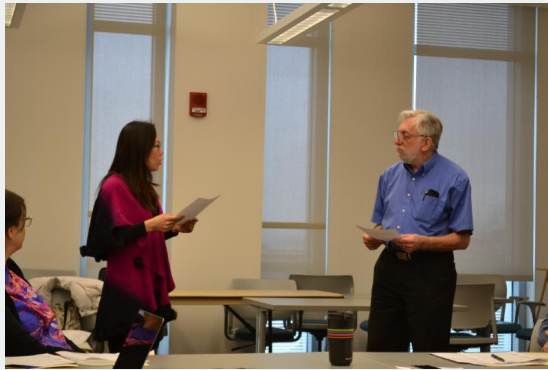


Dale Young, from Theatre Arts, Meg Sobkowicz-Kline from Plastics, and Jessica Garcia from Chemistry rehearsing while the team develops Bystander Training.

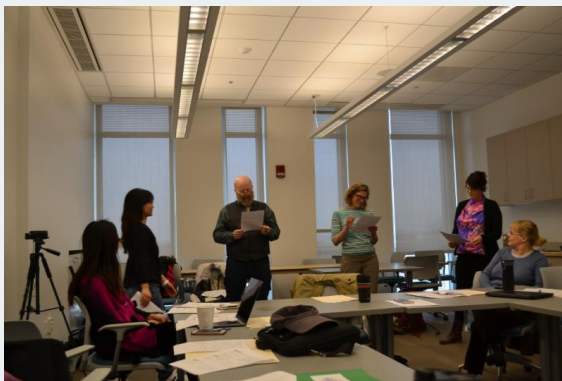
Faculty Equity Leaders Develop Bystander Training



Over the past academic year a dedicated group of faculty from across the UMass Lowell campus has convened to build a training program aimed at increasing awareness of microaggressions occurring on campus and providing tools for handling incidents of microaggressions.



The training assumes a “bystander” framework, which emphasizes a community of responsibility for workplace civility. The two-hour interactive session will contain (1) social science research on microaggressions; (2) role plays of realistic microaggression events; and (3) opportunities to practice intervening. Pilot training sessions are underway, and the training will be rolled out across campus in the Fall.



We are grateful to all the faculty equity leaders for their contributions! The group is led by Meg Bond and Michelle Haynes-Baratz, and includes: (from sciences) Jessica Garcia, Art Mittler, Marina Ruths and Holly Yanco; (from engineering) Zhiyong Gu, Chris Hansen, Meg Sobkowicz-Kline and Xingwei Wang; (from FAHSS) Dale Young.

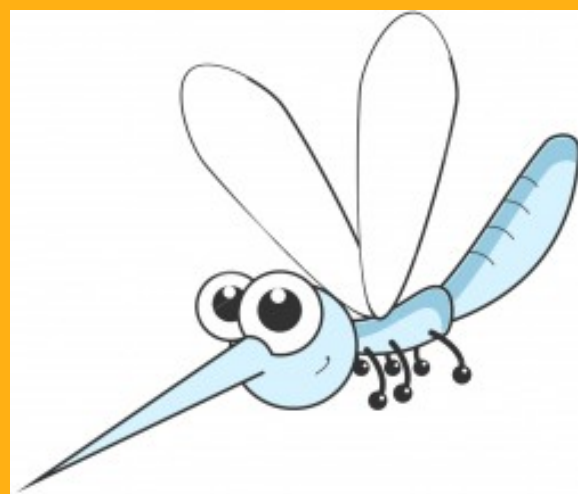


Microaggressions are like mosquito bites...

...and part of our research is studying how often they occur; the types of different microaggressions that women in STEM are subject to; and the effect that they have.

The goal of the *WAVES* project is to implement interventions to disrupt interpersonal and institutional **microaggressions** that undermine the productivity and well-being of women STEM faculty.

You can personally assist us in our research by sharing examples of microaggressions you have experienced personally, or microaggressions you



Your name will not be associated in any way with these comments, but we

have witnessed.

We will post these examples in order to shed light on small or not-so-small inequities and expressions of subtle bias. These examples will remain confidential.

reserve the right to use them anonymously in our training and outreach activities. Share your microaggression stories at [#itooamSTEM](https://twitter.com/itooamSTEM).



Microaggressions Daily Journal Project Continues

The WAVES Social Science Research team began its national study of Microaggressions in October of 2017. The purpose of the study is to track Faculty's *daily* experiences of microaggressions as they occur *in real time* and to investigate how these events- personally experienced or witnessed- impact well-being, job satisfaction, productivity, and institutional investment. For more information on the project, please see the [Daily Bias Initiative](#). For questions relating to the journal, please contact [Michelle Haynes-Baratz](#).



"I hadn't been aware that there were doors closed to me until I started knocking on them." — Gertrude B. Elion, biochemist, pharmacologist, and winner of the 1988 Nobel Prize in Physiology or Medicine. Dr Elion's research led to the development of the AIDS drug, AZT.

