



Welcome to Splash: Making WAVES



Splash is the newsletter for the *Making WAVES* project here at UMass Lowell. *Making WAVES* is a new 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.

The WAVES team is shown above. From left to right: **Meg Sobkowicz-Kline, Brita Dean, Jill Lohmeier, Michelle Haynes-Baratz, Meg Bond, Julie Chen, Chris Allen, and Marina Ruths.**

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. The articles that follow highlight some of the tools and methods that we will be using to assess and improve the institutional climate for faculty in STEM at UMass Lowell.

Making WAVES Equity Leaders Announced

Several WAVES initiatives are designed to foster a broad-based community of support for equity. This approach is grounded in social science research that indicates that disrupting microaggressions is most effective when all organizational members take collective responsibility for actively addressing them. Thus, a signature initiative within the *Making WAVES* Initiative is training for faculty and administrators about how to respond when they see that something is amiss. This approach is often referred to as bystander training, and WAVES is working with UMass Lowell's newly created Equity Leaders to develop this training.

The seven UMass Lowell Equity Leaders include:

- Christopher Hansen, mechanical engineering;
- Jessica Garcia, chemistry;
- Zhiyong Gu, chemical engineering;
- Arthur Mittler, Physics
- Xingwei Wang, Electrical and Computer Engineering;
- Holly Yanco, Computer Science
- Dale Young, Performing Arts

Have you always wanted to find a well-respected mentor in your field? Have an in-depth conversation with a scholar whose work you admire? Consider hosting the next **50/50 Lecture Speaker!**

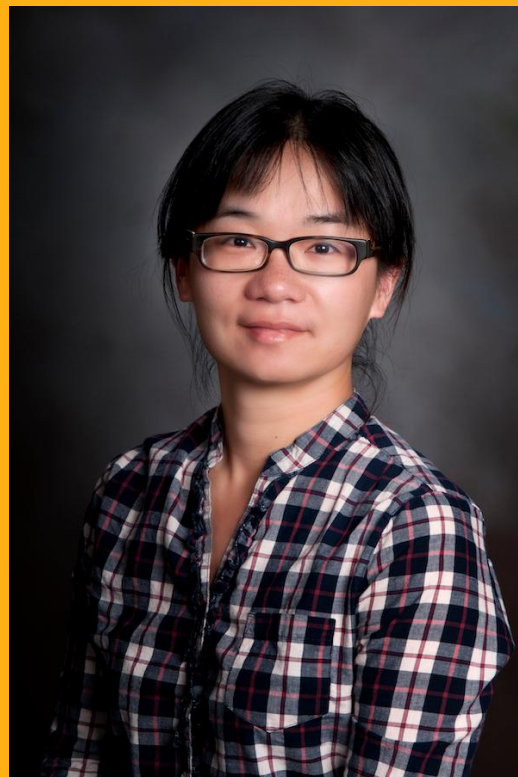
The 50/50 lecture series aims to connect faculty with their “heroes” through an honorary lecture invitation. In these two part lectures, half of the speaker’s time is allotted to her/his technical, educational, and research interests and the other half is devoted to her/his career path, detailing, for example, navigating family commitments, challenges overcome or the influence of mentors. Lecture hosts are also provided funding to visit their chosen speaker. Find out about past speakers and apply to host a speaker by filling out the form found here: [Host a 50/50](#).



Yun Ling Yi Joins WAVES Team

Yun Ling Li, who was awarded her PhD in Sociology from Virginia Polytechnic Institute and State University in June, 2017, started working with the *Making WAVES* team in July. As a postdoctoral research fellow, Yun Ling will play an important role in researching the impact of the WAVES initiative to increase supports for women faculty in STEM fields at UMass Lowell. She is also working on developing a new approach to tracking microaggressions in the academy.

Yun Ling’s research interests include Social Inequality, Work, Gender, Women in STEM field, Gender in Higher Education, and Immigration. The subject of her dissertation was “First-Generation Immigrant Chinese and Taiwanese women Faculty and Their Work-Family Conflicts.” Yun Ling has taught courses in Women’s and Gender Studies.



Faculty Survey Results Are In!

A survey was distributed last semester to all faculty. Over 50% of faculty completed the survey! We were happy to get a sample with an equal representation of women and men, as well as a relatively equal representation of tenure track and non tenure track faculty of all ranks. Initial analysis of responses yielded three main constructs:

1. participants’ perspectives about sexual discrimination;
2. participants’ satisfaction at UML;
3. participants’ perspectives about female faculty.

Additional analyses of results are underway; a report on our findings will be distributed in the coming months as we seek to better understand the experiences of faculty at UML. For more information, contact jill_lohmeier@uml.edu.



Microaggressions Daily Journal Project Begins

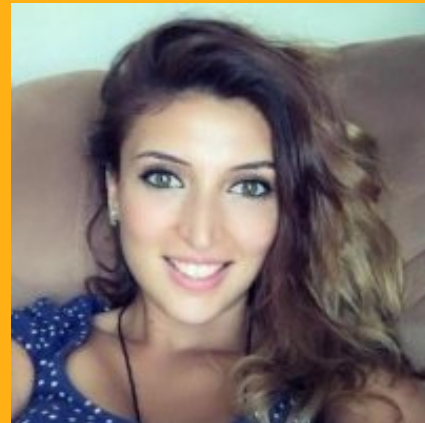
The Social Science Research team is gearing up to launch a national study of Microaggressions in October of 2017. The purpose of the study is track Faculty's *daily* experiences of microaggressions as they occur *in real time* and to investigate how these events- personally experienced or witnessed-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



Meet Our Doctoral Students



Amanda Trainor is a doctoral student in the College of Education's Research and Evaluation in Education program. She received a Master of Education from Boston University in 2010. Amanda will be working closely with Jill Lohmeier on evaluating the WAVES initiatives. Welcome, Amanda!



Tuğba Metinyurt is a doctoral student in the College of Fine Arts, Humanities, and Social Sciences' Applied Psychology and Prevention Science program. She received her Master of Arts in Community Social Psychology from the University of Massachusetts Lowell in 2017. She will be working on bystander interventions and research. Welcome, Tuğba!



"Humans are allergic to change. They love to say, "We've always done it this way." I try to fight that. That's why I have a clock on my wall that runs counter-clockwise." - Grace Hopper, US Navy admiral and inventor of the first compiler for computer languages



#itooamSTEM

#itooamSTEM is an online blog for faculty working in STEM at UMass Lowell. The blog provides a forum for STEM faculty to share their experiences anonymously. To participate in the blog, go to [#itooamSTEM](#)

