

Inclusive Collaboration Support from the Research Development Office

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Overview

- What is Research Development?
- CREDITS
- Example Activities



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What is Research Development (RD)?



<https://nordp.org>

- over 1,300 members
- from over 500 institutions of higher education and research organizations
- in 15 countries

- A set of strategic, catalytic, and capacity-building activities that advance research.
- RD professionals engage in strategic planning and initiatives to grow and improve the research enterprise at their institutions.
- We also coach and mentor faculty in developing and writing research funding proposals, and communicating and advocating for their research.



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RD Professionals and Research Teams

- Convene and build research teams
- Identify collaborative funding opportunities
- Facilitate project conceptualization
- Support collaborative proposal development



In Hall, Vogel, and Croyle, Eds. (2019) *Strategies for Team Science Success: Handbook of Evidence-Based Principles for Cross-Disciplinary Science and Practical Lessons Learned from Health Researchers*, 375-388.



CREDITS

<https://credits.ucsb.edu>

- NSF ADVANCE Award, 2014-2022
- NSF GRANTED Award, 2023-2025




Translation of diversity and
teams and science of TS
research into practice

- Center for Research, Excellence, and Diversity in Team Scholarship
- University of CA and CA State University collaboration



proposal development retreat

Institutional Transformation



Diversity on
collaboration teams
= innovation and
creativity!

Equity and inclusion on
diverse teams difficult to
create and maintain

Focus on broadening
participation among
intersectionally
minoritized individuals
(gender, race-ethnicity,
sexual orientation,
disabilities)

Hopefully builds
psychological safety,
knowledge utilization,
team trust, etc. for ALL
team members

“Decolonizing RD”

- Making power on teams visible
- Diversity is the solution, not the problem
- Support inclusive research environments
- Tools for researchers and research leaders
- Advocacy for individuals and projects through our roles on campus



CREDITS Activities

- Faculty and research leader retreats
- Workshops
- RD Community of Practice
- Inclusive Collaboration Toolkit
- Inclusive Collaboration Guidebook for Minority Serving Institutions



CREDITS CoP



Retreats and Workshops

faculty and administrator focus

- Social science of diversity and inclusion on teams
- Actions faculty and leaders can take to improve inclusive environments for research teams
- Strategies for minoritized faculty on scholarship teams

Learning the social science has been
“transformational”



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Toolkit

RD professional focus



JEDI Toolbox for RD Professionals

A curated set of Justice, Equity, Diversity, and Inclusion resources, effective practices, examples, and supporting literature for use by RD professionals.



Harnessing the Benefits of Intersectional Diversity on Collaborative Teams

Tools to help research leaders recognize and value intersectional diversity among their team members, and how to assess and build trust on diverse teams to leverage greater innovation and productivity.



Inclusive Internal Grant Programs

How to design and implement seed grant and other internal grant programs that center JEDI principles.



Decolonizing Metrics

Conventional research success metrics, such as “ROI” and research expenditures, can fail to accurately capture the breadth of the research, scholarly, and creative activities that faculty engage in. This tool outlines a process to make research-related metrics at your institution more inclusive and equitable.

- Models, instructions, templates, PPT presentations, case studies, evidence-base, etc.



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Guidebook

RD and RA professional focus

- Focus groups with RD and RA folks from MSIs to capture needs, interventions, case studies
- Design Sprint to create guidebook materials
- Pilot guidebook materials in 2025



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THANK YOU

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