

## RESEARCH

Specific examples of scholarship, research or creative activity related to institutional equity and inclusion might include:

	Evidence?
Candidates who have research interests in subjects that will contribute to diversity, equity, and equal opportunity in higher education, for example: <ul style="list-style-type: none"> <li>▪ research that addresses issues such as race, gender, ability, diversity, and inclusion;</li> <li>▪ research that addresses health disparities, educational access and achievement, political engagement, economic justice, use of technology and scientific innovation to enhance social mobility, environmental racism, civil and human rights;</li> <li>▪ research that addresses questions of interest to communities historically excluded by or underserved by higher education;</li> </ul>	
Artistic expression and cultural production that reflects culturally diverse communities or voices not well represented in the arts and humanities.	
Grantsmanship that provides funding for research that focuses on broadening participation and other forms of equity, inclusion, and diversity.	
Contributions that advance efforts to broaden knowledge and understanding around DEI issues, often utilizing theoretical/conceptual frameworks related to DEI (e.g., focused on particular historically minoritized populations, the illumination of cultural processes, impact of institutional racism, gender inequity and other issues of disenfranchisement).	
Contributions to the development of positive DEI practice in research (e.g., moving DEI scholarship into the public realm, building diverse research teams).	
Contributions to higher education through the scholarly understanding of barriers facing women, domestic racial/ethnic minorities, students with disabilities, and other members of groups underrepresented in higher education, as may be evidenced by life experiences and educational background. Examples include but are not limited to: <ul style="list-style-type: none"> <li>▪ ability to articulate the barriers facing specific groups in fields where they are underrepresented;</li> <li>▪ attendance (undergraduate or graduate) at a minority serving institution;</li> <li>▪ participation in higher education pipeline programs such as Summer Research Opportunity Programs or McNair Scholars;</li> <li>▪ significant academic achievement in the face of barriers such as economic, social, or educational disadvantage.</li> </ul>	
Commitment to allyhood through using research and other forms of knowledge to drive institutional change by, for example, extensive reading or focused coursework, or participation in professional development programs or institutional diversity, equity, and inclusion (DEI) initiatives.	
Intellectual themes or trajectories that examine patterns of representation, incorporation, or inclusion within a faculty member’s area of expertise.	
Scholarly productivity in particular texts, data sets, methodological practices, theories or creative discourses that involve equity and inclusion within a faculty member’s area of expertise.	
Research contributions to understanding the barriers facing women and underrepresented minorities in science and other academic disciplines; for example: <ul style="list-style-type: none"> <li>▪ studying patterns of participation and advancement of women and minorities in fields where they are underrepresented;</li> <li>▪ studying socio-cultural issues confronting underrepresented students in college preparation curricula;</li> <li>▪ evaluating programs, curricula, and teaching strategies designed to enhance participation of underrepresented students in higher education;</li> </ul>	
Other	

NOTE: The above are listed as examples; they were generated from the University of Oregon Division of Equity of Inclusion and also adapted from Sylvester et al, 2019 and the University of California (UCOP, 2011).