

The Liberate Your Research workshop provides college and university administrators a path towards supporting and retaining BIPOC faculty and graduate students. It equips BIPOC scholars with tools for navigating the parts of the academic experience that feel oppressive and deflating while courageously transforming the pressure and uncertainty created by the academic ecosystem into an abundant capacity to boldly articulate one's scholarly theories, methods and contributions. The beauty of Liberate Your Research is that it allows colleges and universities to support BIPOC faculty's well being and their highest and most genuine academic research and writing while expanding your DEI commitment with tangible action.

Who is LYR for? (x-check with faculty page for consistency in format)

Liberate Your Research workshops serve faculty and graduate students who identify as Black, Indigenous, or People of Color in any discipline or interdiscipline.

#### **- how we work together**

Once campus administrators (i.e. Deans, Provosts, or otherwise) choose to move forward, we streamline the process to make it as simple as possible.

- 1) Reach out to Dr. Naber's team here (e.g. Melibee speaker page).
- 2) Once we confirm the anticipated number of participants and program needs, we move to a simple contract and complete the paperwork required by your campus.
- 3) The main campus contact will receive materials to invite participants to register for the workshop.
- 4) We send the campus contact a welcome letter with links for participants to complete (such as a needs assessment and brief pre-workshop assignments) so that Dr. Naber is able to address, as specifically as possible, the concerns of the participants and the group at large. The campus contact takes responsibility for the technical needs.
- 5) The 3.5 hour workshop takes place!

Whether virtual or in person, participants learn from Dr. Naber through a collaborative format while building community with their peers. For virtual engagements, the workshop can be broken down into smaller chunks based on the needs and schedule of the group. For in person engagements, we take a break approximately half way through.

#### **- when and where we work together**

We can work nearly anywhere! For in person, we typically meet at faculty retreat venues or campus meeting rooms where confidentiality can be preserved. For virtual workshops, zoom or any other technology is typically available. Safety and comfort during our workshops is always one of our goals. (Note: Dr. Naber is also available to present LYR at colleges and universities outside of the United States.)

## Data

According to a recent survey, 91% of past LYR participants have been able to move their research forward (between Summer 2022/23). (pie chart or large quote)

### - frequently asked questions

- **What kind of Tools are used in Liberate Your Research?**

Dr. Naber provides participants with three key tools. The first helps participants persevere through various forms of academic anxiety, oppression, gatekeeping, and overwhelm. The second trains participants in affirming their ideas boldly and unapologetically. The third provides strategies for clearly naming and articulating one's analytical frameworks and research contributions.

### **Why is Dr. Naber THE person to lead LYR?**

Trained in both the social sciences and humanities, Dr. Naber is the recipient of the American Studies Association's Lifetime Achievement Award (2022). She is a leading scholar on key themes underlying many BIPOC scholars' research, including the study of race, class, gender, sexuality, transnationalism, social justice, and social change. Evidenced by many teaching and leadership awards, she also has extensive expertise training scholars of color how to thrive in academia. **You can find her CV here.**

- **How do I know that my campus needs LYR?**

If you have BIPOC faculty and graduate students on your campus, you need LYR. Established research shows that BIPOC scholars tend to face structural realities on college and university campuses that constrain their capacity to write and publish. Compared to their white colleagues, faculty of color often conduct disproportionate levels of service; remain stuck at the associate professor rank; and face extra scrutiny of their theories and methods.

- **How far in advance do I have to book a LYR?**

Depending on Dr. Naber's availability, you can book LYR in as little as 6 weeks or as far ahead as 12 months. We prefer at least two months lead time when possible, but do our best to accommodate tighter timeframes.

- **How much is a LYR workshop?**

While we don't publicly list the cost, we can assure you that it is much more affordable than sending individual scholars to conferences. When you inquire about LYR, we will discuss the fee structure.

- **How can LYR best be communicated to campus stakeholders?**

LYR addresses several areas that are highly important to 99% of campus stakeholders:

- Academic Divisions: LYR supports more consistent and confident academic writers who more fully express their contributions and theories.
  - Human Resources/Multicultural Affairs: LYR offers tangible support of diverse scholars while also supporting faculty retention rates.
  - Finance: While complimentary to a wide range of academic conferences, LYR is a much more affordable professional development offering as Dr. Naber comes to your campus (or presents virtually to your group), saving thousands of dollars in T&E. LYR increases skills needed for successful grant writing, bringing increased funds to the university.
  - Graduate Programs Admissions - LYR supports more timely/higher completion rates and job market success for graduate students, supporting retention in the academic programs.
- **I have some faculty who are in need of individualized support? Does LYR provide this?**  
LYR participants are welcome to email Dr. Naber after the workshop. Appropriate follow up support is available on a fee basis beyond that.
  - **Can faculty who do not identify as BIPOC participate?**  
In our experience, BIPOC participants who are in groups with white scholars are less likely to fully express what limits them in their research and writing. Ideally, we prefer to have BIPOC scholars in their own LYR workshops to provide a safe and healthy space for them to fully experience the shift that occurs in this program. With that said, Dr. Naber considers participation of white scholars on a case by case basis.