

ANNUAL REPORT

2021 - 2022
PILOT YEAR






BY:

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The New England Board of
Higher Education (NEBHE) and
the member institutions of the
North Star Collective gratefully
acknowledge the support of the
**Hildreth Stewart Charitable
Foundation**, which generously
provided resources to launch
the inaugural year of the
Collective and its Faculty
Fellowship program.



PROGRAM OVERVIEW

The New England Board of Education (NEBHE) aims to lead the region in reparative justice efforts, and, to that end, we have developed a series of new initiatives to support Black, Indigenous, and People of Color (BIPOC) faculty.

The North Star Collective (NSC) is a group of colleges and universities in the New England region that are committed to transforming their institutions and uplifting BIPOC faculty on their campuses. The vision for the NSC is two-fold: to support institution leaders in their transformative work and create spaces that nourish and uplift BIPOC faculty.

FOUNDING INSTITUTIONS

In our pilot year, we were excited to partner with 13 founding member institutions:

- Bridgewater State University (MA)
- Clark University (MA)
- Eastern Connecticut State University (CT)
- Endicott College (MA)
- Framingham State University (MA)
- Goodwin University / University of Bridgeport (CT)
- Rhode Island College (RI)
- Roger Williams University (RI)
- Salem State University (MA)
- University of Massachusetts - Boston (MA)
- University of Southern Maine (ME)



NSC INSTITUTIONAL ACTIVITIES

We organized several institutional activities to engage and support our partners as they work toward racial justice on their campuses:

- **Two Webinars that explored practices of reparative justice.** Over 100 people registered for each webinar, with an average of 75 attendees. The recordings of the webinars were made available to all member institutions. The webinars included:
 - I. Fall 2021: ***“Unpacking Reparative Justice”***
 - Featured Speakers: Dr. Biko Agozino (Virginia Tech University) and Dr. Julia Jordan-Zachery (Wake Forest University)
 - II. Spring 2022: ***“From Faculty to President: Notes from Women of Color in the Academy on BIPOC Mentorship and Uplift”***
 - Featured Speakers: President Elsa M. Núñez (Eastern Connecticut State University) and President Lynn Perry Wooten (Simmons University)
- **Two Virtual Roundtable Discussions for institutional leaders involved in racial equity work on their campuses:**
 - I. ***“BIPOC Faculty Equity”*** facilitated by NEBHE Fellows, Dr. Tatiana Cruz and Dr. Kamille Gentles-Peart
 - II. ***“Harmful Practices Faced by BIPOC Faculty”*** facilitated by Dr. Reema Zeineldin, Framingham State University

NSC FACULTY FELLOWSHIP

We launched the NSC Faculty Fellowship for BIPOC faculty to provide a nourishing, uplifting space and community of care for BIPOC faculty at our member institutions.

Highlights include:



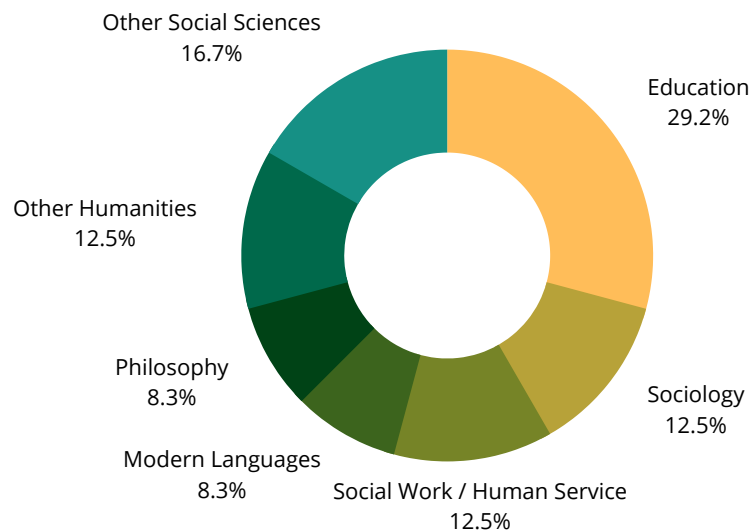
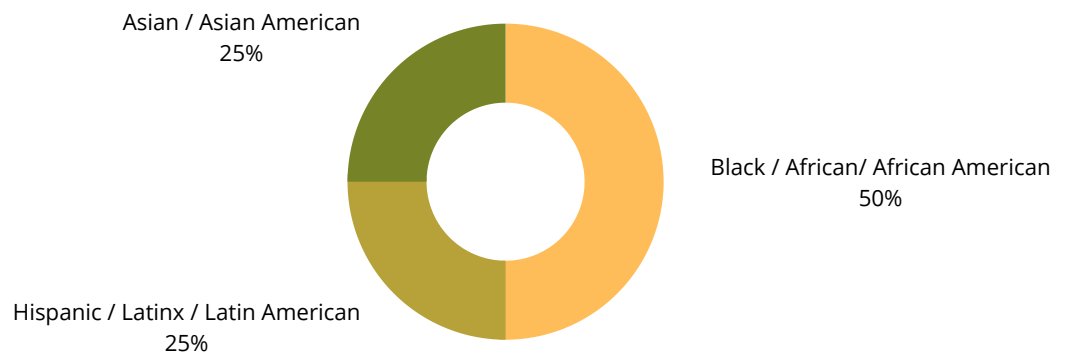
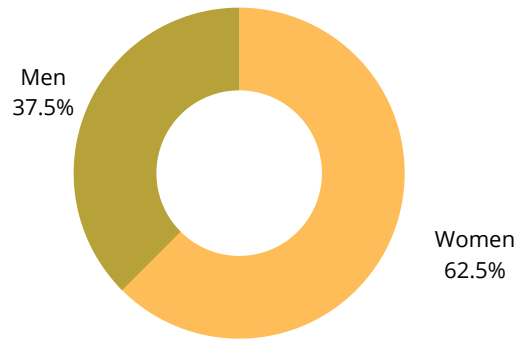
60 APPLICATIONS RECEIVED



24 FACULTY FELLOWS
SELECTED FOR INAUGURAL COHORT



INAUGURAL COHORT DEMOGRAPHIC BREAKDOWN & FIELDS OF STUDY





NSC FACULTY FELLOWSHIP ACTIVITIES

- **Each Fellow received a \$1500 stipend**
- **Fellows participated in:**
 - **Bi-Weekly Virtual Writing Groups** (6 Meetings, 2 Hours Each)
 - **Writing Retreat** (3-day/2-night) at Rolling Ridge Retreat and Conference Center (North Andover, MA) with Guest Facilitator: Dr. Tiffany Donaldson (UMass Boston)
 - Made possible by the generous support of the Hildreth Stewart Charitable Foundation
 - **3 Final Fridays Virtual Workshops:**
 - Workshop #1: "Developing a Writing Routine & Publishing" Facilitated by Dr. Leslie Wang (UMass Boston)
 - Workshop #2: "Planning for Tenure and Promotion." Panelists: Dr. Aston Gonzalez (Salisbury University), Dr. Irene Mata (Wellesley College), Dr. Sahed Selod (Simmons University)
 - Workshop #3: "Beyond Academia: Is There Such a Thing as Work-Life Balance?" Panelists: Dr. Shamara Wyllie Alhassan (Arizona State University), Dr. Austin McCoy (Auburn University), Dr. Verónica Rabelo (San Francisco State University)
 - **Closing Colloquium and Reception** at Boston Marriott - Newton

NSC FACULTY FELLOW TESTIMONIALS

"I found all of [the fellowship] valuable! This was the first space I've been in with other academics of color where we didn't have to pretend that we had it all together or that we hadn't been wounded by the system, because we were BIPOC and more... Everything was valuable."

"I gained so much. Not just a sense of community in safety, but also a sort of (re)-inspiration around my own work and its meaning."

"I gained valuable friendships and a community that has been vital to my growth as an academic but also as a parent and a person outside of academia — addressing the whole self. The phrase, you'll find your people didn't seem to exist for me until I entered into this space... I laughed, thought, and wrote in community with incredible scholars while being myself... I hope one that can continue for years on end."

"A lot of us seemed to be rather isolated at our individual institutions, and it was helpful to create a community..."

"My first year at [my institution] was completely remote...The fact that I was able to engage with diverse scholars who face similar circumstances [helped] me feel more connected and allowed me the space to commit myself once again to my research."

"We could just be ourselves, which meant being more than just our academic selves. Humanizing our existence or reminding us that we deserve to be humans, we deserve to be happy..."

"The fellowship gave me permission to establish my own guidelines on how to proceed in the profession."

"I gained so much! More awareness of my own writing practice. A space to reflect on my identity and experiences as a BIPOC faculty. A community that will hopefully last lifelong!"





GOALS FOR 2022 - 2023

- Expand the Collective by **seeking 16 institutions to partner with across the New England region**, particularly in states where we currently have no members (ie New Hampshire).
- Establish the membership fee for participating institutions at **\$6,500 and secure this commitment before the beginning of the academic year** (deadline: August 1st).
- Grow the NSC Faculty Fellowship to include **approximately 30-32 fellows** (up to two fellows from each institution).
- Continue to **utilize the expertise of leaders in the region** for webinars, roundtable discussions, and workshops.
- **Establish an advisory board** to provide feedback and shape the future of the NSC.

*Note: For a full description of the 2022-2023 year member commitments and benefits, please refer to [our updated brochure](#).

NORTH STAR COLLECTIVE FOUNDING MEMBERS

