

Advancing Diversity in Research and Practice (ADRAP) 2020-2021

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The Advancing Diversity in Research and Practice (ADRAP) program is designed to provide education and practical experiences to undergraduate students to help prepare them for future careers in psychology and for working in an increasingly diverse society. This program involves a two-semester commitment and includes a seminar and practical experience component in the form of research assistantships or internships.

Mission

The mission of the Advancing Diversity in Research and Practice (ADRAP) program is to work toward promoting diversity in the field of psychology by the following:

- 1) Increasing the diversity (broadly defined, including race, ethnicity, language, sex, gender, social class, sexual orientation, religion, and ability) and multicultural competence of the next generation of researchers and practitioners in psychology.
- 2) Fostering interest in research and practice with diverse populations.

Goals: The ADRAP program seeks to increase students' understanding of psychological research and theory related to diversity and multiculturalism, to support students' professional development to prepare them for careers in psychology, and to provide students with practical experience in research or applied settings.

This **two-semester program** has two main components, which take place concurrently:

- 1) Classroom education during a weekly, 1 hour 40-minute seminar (PSYCH 491; 2 credits per semester) led by a graduate student in psychology (ADRAP Graduate TA) who is closely supervised by a faculty member in psychology (ADRAP Faculty Advisor). This seminar fulfills the small seminar requirement for the Psychology major if both semesters are completed. **The weekly seminar meeting time for 2019-2020 is expected to be Mondays from 4:00-5:40pm.** This seminar will focus on:
 - Increasing students' knowledge about current psychological topics related to diversity in research and applied settings.
 - Fostering students' professional development (e.g., providing education about different career paths and graduate school) to prepare students for future careers in psychology, with the hope that students with a strong foundation in diversity related topics will pursue career paths that will enable them put this knowledge to work and advance the field of psychology.

- Providing an opportunity for students to reflect on and synthesize their research or applied experiences, and to connect these experiences with their classroom experiences.
- 2) Hands-on research or applied experience (PSYCH398B Research Assistantship OR PSYCH 398F Internship; 3 credits per semester; 9 hours per week) to provide students with research or applied skills that will help them advance in the field.
 - This experience does NOT need to involve working primarily with diverse populations (though it is encouraged); the primary goal is to gain basic skills that can be applied to diverse populations and contexts.
 - Please be aware that some internships require a larger time commitment (see more details below in the section on internships).

Eligibility

Eligible candidates for this program must meet **either** of the following criteria:

- 1) Undergraduate students who themselves identify as being a member of a diverse/underrepresented group (this may be based on race/ethnicity, family, education or income, sexual orientation, gender, religion, or disability) **OR**
- 2) Students who have a strong interest in the promotion of research or practice with diverse populations and who would like to develop skills to support their future work with diverse populations.

Priority will be given to Psychology Majors and to students with GPAs of 3.0 or higher. This program is open to sophomores, juniors, and seniors; students are encouraged to apply for the program as early as possible in their undergraduate careers.

Admission of Students

Students will be admitted to this program through the following process:

- 1) Interested students should complete an application [here](#):
In this application, students will be asked to indicate whether they are interested in the research track or internship track. Please apply by WEDNESDAY, MARCH 25th, 2020 for enrollment in this course for the 2020-21 academic year. Rolling admissions will continue until the course is full. If you have any questions, please email the current faculty advisor listed at the top of this document.
- 2) Applicants will be admitted provisionally, contingent on obtaining a research assistantship or internship. Students will be specifically invited to enter either the research track **OR** the internship track. Students have 4 weeks from the time of provisional admission to arrange a 398 position. If students are having difficulty arranging a research assistantship or internship, they should contact the current faculty advisor listed at the top of this document.

Overview of the PSYCH398B Research Track

- 1) Students admitted to the research track will apply directly to the research lab of interest. Students should email the contact person for the research lab and inquire about applying for a research assistantship. The application process for research labs varies, but often involves a brief application and interview. Research assistantships are listed [here](#). The ADRAP Graduate TA and Faculty Advisor will provide guidance if needed and help facilitate this process, but they will not directly assign or match students with research assistantships.
- 2) Research assistantships may be supervised directly by a Faculty Sponsor or by a Graduate Student or Post Doc Sponsor who is being supervised by a Faculty Sponsor. In these latter cases, Faculty Sponsors are strongly encouraged to meet with the ADRAP student at least once per semester.
- 3) Ideally, students will work in the same research lab for the entire year. However, it is also possible to work in different labs each semester.
- 4) Most research assistantships are 3 credits per semester; in rare circumstances, a 2-credit Research Assistantship may be possible, with the approval of the Faculty Sponsor and ADRAP Faculty Advisor.
- 5) Although some research labs require that students have completed Psychology 100, 240, and 241 and have a minimum GPA of 3.0, many labs encourage students to begin working in their labs as early as possible (e.g., in the sophomore year), so are often willing to accept students if they have not yet had a chance to take these courses.
- 6) More than one ADRAP student may work in the same lab if there is sufficient room.
- 7) When students have been accepted to a lab, they must inform the ADRAP Graduate TA and Faculty Advisor of the match with the Sponsor.
- 8) Upon acquiring a research assistantship, students must complete a PSYCH398B Undergraduate Research Assistantship Contract.
- 9) The research activities of the ADRAP student will vary across labs and should be meaningful, just as all research assistantships should involve meaningful research experiences. The activities need not be different from that of any other research assistant in the lab. The only difference between an ADRAP RA and any other RA is that ADRAP RAs will also be given an opportunity to actively reflect on their experiences in their seminar through discussion and assignments.
- 10) In order to ensure a good experience for both the students and Sponsors, there will be both a mid-semester and end of the semester review process. Both the student and Sponsor will complete an evaluation form about their respective experiences at each time point. Based on the feedback on the forms and any additional information, necessary changes in the research assistantship may take place, including switching to a different lab. If problems arise, the ADRAP Graduate TA and Faculty Advisor will meet with students and the Sponsors to help to resolve any difficulties.

Overview of the PSYCH398F Internship Track

- 1) Students admitted to the internship track will be responsible for seeking out and contacting internship sites. Both the Field Experience and Psychology Advising Offices will be helpful in finding potential internship sites. More information can be found [here](#)
- 2) Students should visit the Field Experiences Office in Career Services (508 Goodell) for a session, “Introductions to Internships/Co-ops” in February or March. See the [career services calendar](#) for the schedule.
- 3) Students may receive additional guidance from Psychology Advising.
- 4) See the instructions for registering for an internship [here](#).
- 5) Students may complete all 6 credits of 398F in the fall semester if they secure a more time intensive internship. They may also choose to complete a full year at one site or change sites after the fall semester.
- 6) Students will submit a weekly journal to their Faculty Sponsor and, in order to ensure a good experience for both the students and internship supervisor, there will be both a midsemester and end of the semester review process. Both the student and supervisor will complete an evaluation form about their respective experiences at each time point. Based on the feedback on the forms and any additional information, necessary changes in the internship may take place, including switching to a different site. If problems arise, the ADRAP Graduate TA and Faculty Advisor will meet with students and the supervisor to help to resolve any difficulties.