Call for Applications:
ADVANCING FACULTY DIVERSITY
2015-2016 Program

“To foster excellence in education and research and to effectively serve the state, the nation, and the world, UMD must be diverse and inclusive—thus the notion of ‘inclusive excellence.’ We need to cultivate and sustain a faculty body that represents the communities we serve and we need to ensure that all faculty, and particularly those from underrepresented groups, have opportunities to be fully engaged, to thrive, and to help shape the future of the University.”

Dr. Kumea Shorter-Gooden, Chief Diversity Officer and Associate Vice President, Office of Diversity & Inclusion

UMD ADVANCE, the Office of Diversity & Inclusion, and the Office for Faculty Affairs are pleased to announce this call for the 2015-2016 ADVANCING Faculty Diversity Program, a year-long research career development and leadership training program for UMD tenure-track and non-tenure track full-time faculty of color.

The ADVANCING Faculty Diversity program will be lead by Dr. Stephen B. Thomas, Professor of Health Services Administration, Founding Director of the University of Maryland Center for Health Equity, and a national leader in advancing faculty diversity, and will be co-facilitated by ADVANCE Co-Director and Professor of Higher Education, Dr. KerryAnn O’Meara.

Objectives: The ADVANCING Faculty Diversity Program aims to:

- Improve participant knowledge of the requirements and processes involved in the tenure and promotion process
- Expand participants’ peer support networks
- Decrease isolation and improve collaboration
- Enhance the agency participants feel about career advancement
- Recognize the unique contributions and excellence of diverse faculty
- Advise the Chief Diversity Officer on strategies to retain and advance under-represented minority faculty
The Curriculum

The ADVANCING Faculty Diversity Program includes a half-day retreat in August and monthly 2-hour Friday meetings throughout the year (dates to be scheduled once participants are selected). Examples of meeting topics include:

- Bragging and Gracious Self-Promotion: There is a Difference
- Symptoms, Treatment and Prevention of Micro-aggressions and Implicit Bias
- Managing the Stress of Living under the Microscope while being Invisible
- Social Support Matters: Building Resonance with Colleagues
- Saying NO vs. Not at This Time: Managing Service Obligations
- When My Student Body is Global: Managing the Diverse Classroom
- Ripping, Running and Hair on Fire: Skills for Effective Time Management
- Your Credentials Please: Personal Statements, CV and Teaching Portfolios
- I Got My First Big Grant and it is Killing Me: Managing Research Teams
- Are We Having Fun Yet? Work-Life Balance
- Making Friends and the Art of Strategic Networking

To Apply

The ADVANCE Program coordinates the application process and logistics for this program. Assistant and Associate tenure track and non-tenure track full-time faculty of color are eligible to apply. Please note this program is for men AND women from all disciplines and fields. Please submit a short letter of interest discussing why this program is of interest to the applicant at this point in his or her career to advance@umd.edu. We are currently accepting applications until the program is full. Every effort will be made to select individuals in the spirit of diversity and inclusion and to select a cohort that is representative of all UMD colleges and schools.

Comments from Participants:

“[Advancing Faculty Diversity] simultaneously let me know that I am not alone, but that [minority faculty] are not a monolithic group. I have formed collaborations and partnerships with faculty across campus that I am sure will continue throughout my career.”

“I got to know people with similar experiences. I felt I can share my thoughts freely… We supported each other from the bottom of our hearts. I looked forward to attending each of these sessions.”

“I have been to many seminars regarding the promotion [process]. The AFD one is special. Professors are so real. They gave the most sincere and practical guidance.”
Stephen B. Thomas, PhD, is a Professor of Health Services Administration in the School of Public Health and Founding Director of the University of Maryland Center for Health Equity. Dr. Thomas is one of the nation’s leading scholars in the effort to eliminate racial and ethnic health disparities. He is also a champion for faculty diversity and inclusion and has developed highly successful national programs for research career advancement of racial and ethnic minority faculty. Dr. Thomas served as the Philip Hallen Professor of Community Health and Social Justice (2000-2010) and Associate Dean for Diversity (2009-2010) at the Graduate School of Public Health, University of Pittsburgh. He joined the UMD faculty in 2010 and is currently principal investigator of the Research Center of Excellence on Race, Ethnicity and Health Disparities (with Dr. Sandra C. Quinn) funded by the NIH-National Institute on Minority Health and Health Disparities. Additionally, he is Associate Director of a new research mentor and mentee training initiative funded by the National Institute of Health’s (NIH) National Research Mentoring Network (NRMN). This NRMN network is part of a recently announced NIH grant for $2.2 million, in partnership with the University of Wisconsin-Madison, designed to support the “Enhancing the Diversity of the NIH-Funded Workforce” program, which will develop new approaches that engage racial and ethnic minority researchers in public health and biomedical sciences. The goal is to prepare them to thrive in the NIH-funded workforce.

KerryAnn is Co-Director of the University of Maryland ADVANCE Program and Professor of Higher Education in the College of Education. Dr. O'Meara's research examines organizational practices that support and limit the full participation of women and under-represented minority faculty and the legitimacy of diverse scholarship in the academy. KerryAnn's research has been widely published, appearing in the Journal of Higher Education, Review of Higher Education, Research in Higher Education Journal, and Handbook for Higher Education Research among other venues. She consults with colleges and universities on ways to create equity-minded reform in promotion and tenure processes, create peer networks that enhance agency, and develop organizational practices within departments that sustain fair workloads.

President Loh joins the final luncheon of the 2014-2015 AFD Cohort