The Power of Networks

By KerryAnn O’Meara, Co-PI & Co-Director, ADVANCE

It is summer as I write this, a time when many faculty are off-campus engaged in writing, field work, and other academic pursuits. Summer is also when many of us take some time to disconnect from university life to replenish the energies we will need for the academic year. Such distance from the business of our very “connected lives” is healthy, but also provides an opportunity to reflect on why professional relationships and networks are so important to us.

Research universities are large, complex organizations that can feel very hierarchical, impersonal, and isolating to their members. At the same time, new faculty face high expectations to “hit the ground running” and stay at the top of their game without much direct help. This is challenging for many academics who were attracted to the university life not only for its autonomy but for the promise of community. Numerous studies have shown that the major reason faculty give for leaving their institutions is a lack of on-campus professional networks and collegiality.

Scholars in the social sciences have for some time observed the positive impact of personal and professional networks. For example, being connected on a regular basis with colleagues inside a professional network has been found to increase one’s “pull,” (Laird, 2006), promote advancement (Christakis & Fowler, 2009), build social capital (Nahapiet & Ghoshal, 1998), and enhance creativity (Perry-Smith, 2006). The ADVANCE Program has made the creation of strategic networks a core goal of our activities because research shows that networks enhance faculty retention, productivity, satisfaction, and sense of agency (Bozeman & Gaughan, 2011; Hagedorn, 2000; Lindholm, 2003). Particularly for women in research universities, strategic networks provide information, influence, and recognition. There is also personal support that helps one professionally. As one ADVANCE participant noted, “just having someone in [departmental] meetings to look at and roll our eyes” made a big difference.

In fact, this is what we are hearing from participants in each of our learning communities: Keeping our Faculties (for early career), Advancing Together (for associate professors) and the ADVANCE Professors (full professors). Inside the spaces they are creating with and for each other – we hear them saying, “I had no idea I could do that, until I learned it from a peer” or “she helped me feel like I could do this.” Even outside our learning
Our ADVANCE Professors have become a major asset to the UMD ADVANCE Program – functioning as role models and “uber mentors” to women in their colleges, working with the ADVANCE strategic team, department chairs, and college/school deans to transform values and beliefs, and putting resources, policies and practices in place to invest in professional growth. The first cohort of ADVANCE Professors held over 450 mentoring sessions with individual faculty members and/or in groups, to discuss topics such as promotion and tenure, research and funding, collegiality and work climate, and many others. This first group of ADVANCE Professors also engaged in personal training in leadership development, negotiation, personal branding, and diversity. We are pleased to announce the second cohort of ADVANCE Professors – and look forward to working with them to build and expand the network of support for women faculty so ably established by their predecessors. We hope you will touch base with them and feel free to use them as the incredible resource that they are!

1. Dr. Loretta Lynch, College of Agriculture & Natural Resources

2. Dr. Catherine Carr, College of Computer, Mathematical & Natural Sciences

3. Dr. Alison Flatau, A. James Clark School of Engineering; College of Information Studies

4. Dr. Julie Greene, College of Arts & Humanities; College of Journalism

5. Dr. Sandra Gordon-Salant, College of Behavioral & Social Sciences

6. Dr. Marie Howland, School of Architecture, Planning, & Preservation

7. Dr. Ritu Agarwal, Robert H. Smith School of Business; School of Public Policy

8. Dr. Avis Cohen, Interdisciplinary Research Initiatives

9. Dr. Allison Druin, Senior STEM Women’s Council

10. Dr. Jennifer King Rice, College of Education

11. Dr. Sally Koblinsky, School of Public Health

12. Dr. Carol Espy-Wilson, FOC STEM

13. Dr. Lynn Bolles, FOC NSTEM

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As we move forward and welcome a new group of ADVANCE Professors for 2012–2013, we are extremely grateful for the incredible groundwork laid by our first cohort, and we have bestowed on them the title of ADVANCE Fellows, so that they can continue to be recognized for the terrific leadership and energy that they bring to our campus in our efforts to ADVANCE women at UMD.

1. Dr. Konstantina Trivisa, College of Computer, Matematical & Natural Sciences

2. Dr. Rajshree Agarwal, Robert H. Smith School of Business; School of Public Policy

3. Dr. Mary Ann Ottinger, College of Agriculture & Natural Resources

4. Dr. Ruth Zambrana, FOC NSTEM; College of Arts & Humanities

5. Dr. Cindy Moss, College of Behavioral & Social Sciences

6. Dr. Martha Nell Smith, College of Arts & Humanities

7. Dr. Linda Steiner, Philip Merrill College of Journalism

8. Dr. Jane E. Clark, School of Public Health

9. Dr. Debra Neubert, College of Education

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Approximately a year and a half into our grant, ADVANCE has initiated a number of successful activities, all of which target one or more of our framework objectives of agency, long-term commitments, networks, and learning:

- **Leadership Fellows Program** – This new program, co-sponsored by the Office for Diversity & Inclusion, the Office of Faculty Affairs, and the UMD ADVANCE Program aims to provide professional development opportunities for UMD faculty who have indicated the desire and have shown promise for leadership advancement. The program is facilitated by Vice President for Student Affairs, Dr. Linda Clement, and supported by a Leadership Advisory group comprised of members of the UMD upper administration. Participants will be engaged in a year-long series of professional development seminars, as well as small group mentoring conversations with the Leadership Advisors, which will target the following goals:
  - Increase understanding of how the university works and how to promote organizational change
  - Improve knowledge of individual leadership strengths and challenges
  - Gain awareness of issues related to diversity and how to shape environments that support inclusive excellence
  - Develop key management skills (e.g., negotiation, crisis management, budget and resource management, human resources and supervision, facilitation of meetings, etc.)

Leadership Advisors for the Fellows Program include:

- Dr. Ann Wylie, Senior Vice President and Provost
- Dr. Donna Hamilton, Associate Provost for Academic Affairs and Dean of Undergraduate Studies
- Dr. Elizabeth Beise, Associate Provost for Academic Planning and Programs
- Dr. Juan Uriagereka, Associate Provost for Faculty Affairs
- Dr. Kumea Shorter-Gooden, Chief Diversity Officer and Associate Vice President
- Dr. G. Anand Anandalingam, Dean, Robert H. Smith School of Business
- Dr. Darryll Pines, Dean, A. James Clark School of Engineering
- Dr. Jennifer Preece, Dean, College of Information Studies
- Dr. Jane Clark, Dean, School of Public Health

- **STEM Women’s Council** – ADVANCE Professor Allison Druin is leading the effort to develop a “Senior STEM Women’s Council,” the aim of which is to enhance the external professional networks of women faculty in STEM at UMD. The council will be comprised of prominent and well-connected women in STEM fields, including national academy members, major award winners, those on prestigious research councils in their fields, and executive leadership of policy-making and funding agencies, universities, and industry. This council, which will come together on campus twice a year to mentor a small group of STEM women faculty, will be convened by the Provost for the first time in the early fall, 2012. In addition, the council will have an online presence with resources and ways to connect throughout the year. Finally, we look forward to the program having an on-campus networking function between STEM women faculty, utilizing strategies of co-mentoring piloted in ADVANCE.
ADVANCE Program Activities Cont.

- Keeping Our Faculties 2012–2013 – A Learning Community is established for early career faculty is facilitated by new Dean of School of Public Health and ADVANCE Fellow, Dr. Jane Clark. The group meets monthly throughout the academic year to discuss the tenure process, work–life balance, time management, networking, mentoring and other issues relevant to junior faculty.

- Winter Workshop – This learning community for associate professors preparing for promotion to full professor is facilitated by Faculty Ombuds Dr. Ellin Scholnick and ADVANCE Fellow Dr. Debra Neubert. Topics discussed include departmental/campus requirements for promotion, developing the dossier, maintaining research momentum, extending professional networks, and action planning toward advancement. Interactions between participants in the workshop are slated to continue throughout the academic year.

- Dashboard Project – This project, released in February, 2012, established an online resource for college–level information on salary, representation, and time to promotion for faculty in each college. Tenure-track faculty members who login to the resource may view information for their specific college along with university–wide data for comparison.

- Interdisciplinary Seed Grants – Individual grants, in the amount of $20,000 each, are awarded across the university each year to women faculty proposing projects with a strong emphasis on interdisciplinary and engaged research. A listing of this year’s cohort (2012 – 2013) of seed grant PIs and their projects is provided on pages 6–7. Profiles of seed grants are available on the ADVANCE website. The next annual request for proposals will be distributed campus–wide and posted on the ADVANCE website in August.

- Work Life Initiatives – The ADVANCE Program continues to work with the Office of Faculty Affairs to provide up–to-date information on work life policies and procedures at UMD. We have recently updated our UMD Work Life FAQs, posted on the ADVANCE website, to include a clarification from the Provost on part–time appointments. We will also be working to provide further information on the new USM Parental Leave policy, approved June 19, 2012 (see Policy for Parental Leave, p. 12)
In spring 2011, the ADVANCE research team, in collaboration with the office of Institutional Research Planning and Assessment (IRPA) conducted the first-ever Work Environment Survey at the University of Maryland. The survey assessed specific aspects of faculty work environment, such as faculty perceptions of their own professional growth, institutional and unit supports for professional growth, climate for work-life balance, fair treatment and diversity, and satisfaction, all of which have been linked to retention and advancement. There were 488 tenure track respondents, approximately 32% of full-time UMD tenure track faculty in fall 2010. The UMD ADVANCE Research and Evaluation team, led by co-PI and co-Director, KerryAnn O’Meara, analyzed the data, and presented the major findings at an all-campus panel discussion in October, 2011, as well as at college-specific presentations across the campus.

While there are many interesting aspects to the data, below we present some important differences which emerged when the data were sorted by gender. Women respondents were significantly more likely to report negative experiences in four areas: fair treatment and diversity, work-life balance, time spent on service, and professional relationships.

**Fair Treatment and Diversity:**
- 38% of women respondents agreed that the opportunities for women are at least as good as those for men (versus 76% of men).
- 38% of women agreed that they have experienced discrimination (either overt or subtle), compared with 12% of men.

**Work-life Balance:**
- Women were less likely to agree that faculty can be honest about family responsibilities, there is no bias against care-giving, there are role models of work-life balance, and the university does what it can to support family life and the tenure track.

**Time and Service:**
- Women were less likely to report being in control of their service commitments and were less satisfied with expectations for committee service and the amount of time they spent on research versus teaching and service.

**Professional Relationships:**
- Women were more likely to feel isolated in their department.
- Women were less likely to agree that they could voice their opinions openly in their department.
- Women were less likely to be satisfied with opportunities to collaborate.
- Women were more likely to indicate that they found it difficult to establish connections with others in their field.

This first round of the UMD Work Environment Survey is one important tool by which the ADVANCE Program will assess the efficacy and success of its programs over the five-year term of its collaborative agreement with NSF. This survey, administered in year one of the award, will be administered again in years 3 and 5 in order to determine what gains may have been made in perceived climate and experience at the University of Maryland, College Park.
2012 – 2013 ADVANCE Interdisciplinary and Engaged Research Seed Grant Recipients

Please join us in congratulating the second cohort of ADVANCE Interdisciplinary and Engaged Research Seed Grant awardees, which includes investigators from 24 departments/academic units across campus. The seed grants are intended to support preliminary or exploratory projects that will contribute to future external grant applications, while providing women faculty with a vehicle by which they can establish partnerships for scholarly work.

“Scaling of the Sediment Transport and Unsteady Aerodynamics of an Impinging Jet in Air and Water”
Anya Jones  Aerospace Engineering, ENGR
Ken Kiger  Mechanical Engineering, ENGR

“Children’s Real Time Processing of Words and Sounds”
Naomi Feldman  Linguistics, ARHU
Rochelle Newman  Hearing and Speech Sciences, BSOS

“Investigating Shared Neural Systems for Gesture and Language Comprehension”
Elizabeth Redcay  Psychology, BSOS
Meredith Rowe  Human Development and Quantitative Methodology, EDUC

“Insect and Robot Locomotion with Heavy Loads”
Sarah Bergbreiter  Mechanical Engineering, Institute for Systems Research, ENGR
Barbara Thorne  Entomology, CMNS
Jeffrey Shultz  Entomology, CMNS

“Speech Processing Algorithms for Elderly Listeners with Hearing Loss”
Carol Espy–Wilson  Electrical and Computer Engineering, ENGR
Sandra Gordon–Salant  Hearing and Speech Sciences, BSOS

“Toward Defining the Molecular Mechanism of ALS (Lou Gehrig’s Disease)”
Eva Chin  Kinesiology, SPHL
Catherine Fenselau  Chemistry and Biochemistry, CMNS

“Effects of Early Experience on Brain Networks Supporting Memory During Early Childhood”
Lea Dougherty  Psychology, BSOS
Tracy Riggins  Psychology, BSOS
Stacey Daughters  Behavioral and Community Health, SPHL

“Transdisciplinary Approaches to Civic Engagement Around Local Climate Change: Communicating Risk and Resiliency on the Eastern Shore”
Victoria Chanse  Plant Science, AGNR
Luis Diego Quiros  Architecture, ARCH

“Multiscale Characterization of Virus Adsorption onto Fomites”
Krista Wigginton  Civil Engineering, ENGR
Silvina Matysiak  Bioengineering, ENGR

“Your Brain on Dance”
Karen Kohn Bradley  Theatre, Dance, and Performance Studies, ARHU
Jose L. Contreras–Vidal  Electrical and Computer Engineering, University of Houston

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“Exploring Socioeconomic Differences in Children’s Syntactic Development Through Real Time Processing”
Yi Ting Huang Hearing and Speech, BSOS
Meredith Rowe Human Development and Quantitative Methodology, EDUC

“Maryland Well Water Program to Achieve Testing, Education and Research (WATER)”
Amy Sapkota Applied Environmental Health, SPHL
Elisabeth Fost Maring Family Science, SPHL UM Extension
Karen Aspinwall Family and Consumer Sciences, AGNR UM Extension
Daphne Pee Mid-Atlantic Water Quality Program, AGNR UM Extension

“Macroeconomic Implications of Creditor Coordination, Information Transparency, and Financial Distress at the Micro Level”
Rebecca Hann Accounting, BMGT
Hanna Lee Accounting, BMGT
Horacio Sapriza Economist, Federal Reserve Board

Natasha Cabrera Human Development and Quantitative Methodology, EDUC
Sangeetha Madhaavan African American Studies, BSOS

“Influence of Employment Status and Leave Duration on Risk of Postpartum Depression and use of Mental Health Counseling”
Rada Dagher Health Services Administration, SPHL
Sandra Hoffarth Family Science, SPHL; Director, MD Population Research Center

Requests for Proposals of The UMD ADVANCE Program for Inclusive Excellence Interdisciplinary and Engaged Research Seed Grants for 2013 – 2014 will be available August of 2012 and will be posted on the ADVANCE website. Please check our site for submission terms and conditions and deadlines. A set of Frequently Asked Questions regarding the submission and review process will also be available online. However, if you have additional questions or concerns, please contact Dr. Pamela Lanford at planford@umd.edu.

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Distinguished Woman Scholar Seminars

Part of the campus in-kind contribution to the UMD ADVANCE Program is a commitment from every dean to invite one Distinguished Woman Scholar each year to present a seminar and to provide interfacing and networking opportunities with that scholar. We are thrilled with the outstanding women brought to campus in 2011 – 2012 and are looking forward to more Distinguished Scholar Seminars in the Fall 2012.

Spring, 2012

Gabriela Chavarria, U.S. Fish and Wildlife Service, on “Travel, Trials, and Tribulations: A Career in Natural Resources”; College of Agriculture & Natural Resources

Pat Thiel, Iowa State University, on “Quasicrystals: Their Importance and Their Impact on Surface Science”; College of Computer, Mathematical & Natural Sciences

Wanda Jones, Department of Health and Human Services, on “Remembering History, Casting the Future: Women’s Health – or Gender and Health?”; School of Public Health

Rachel Croson, National Science Foundation, on “Giving to Public Radio: Field Experiments in Public Goods Provision”; Robert H. Smith School of Business

Angela Davis, University of California, Santa Cruz, on “A Conversation with Angela Davis”; College of Arts & Humanities

Courtney Coile, Wellesley College, on “The Great Recession: Impacts on Workers and Retirees”; School of Public Policy

Bobbie Kilberg, Northern Virginia Technology Council, on “The Road Ahead: The Technology Industry and Region’s Economic Future”; School of Architecture, Planning & Preservation

Mildred Dresselhaus, Massachusetts Institute of Technology, on “Why are we so Excited About Carbon Nanostructures?”; A. James Clark School of Engineering

Ruth Defries, Columbia University, on “Tropical Forests, Agriculture, and Sparing Land for Nature”; College of Behavioral & Social Sciences

Upcoming


Jane Goodall, The Goodall Foundation; College of Behavioral & Social Sciences: October 13th, 2012
Examples of Excellence at UMD

As a part of our newsletter we are pleased to showcase a few examples of excellence in our women faculty at UMD. If you know of other recent examples of outstanding achievement of a woman faculty member at UMCP, please contact our office at: advance@umd.edu.

Congratulations ADVANCE Fellow, Dr. Jane Clark, on New Appointment as Dean of School of Public Health

Kinesiology faculty member Dr. Jane Clark succeeds founding Dean Robert Gold. Dr. Clark is charged with leading a new collaboration with the University of Maryland School of Medicine in Baltimore, doubling the size of the schools’ Master of Public Health programs. The collaboration is aimed at meeting the need to educate public health professionals to meet the State’s growing need. Dr. Clark embraces the challenge and is enthusiastically welcomed by President Loh to the position. For more information on the MPowering Collaboration and Dean Clark, see http://newsdesk.umd.edu/vibrant/release.cfm?ArticleID=2699

Dr. Carla Peterson Shares Insight About 19th Century New York African-Americans Through Personal, Historical Narrative

Dr. Peterson is a Professor of English at University of Maryland and an author of “Black Gotham: A Family History of African Americans in Nineteenth-Century New York,” a collection of compelling archival stories of the early African-American elite. Dr. Peterson recounts the successes and challenges of her own ancestors as well as those of her friends, neighbors and colleagues in a racially charged period of American history. For more on Dr. Peterson’s work, see the full story from the College of Arts & Humanities: http://www.arhu.umd.edu/news/video/carla-peterson-black-gotham-family-history

Dr. Kan Cao Named Ellison Medical Foundation New Scholar in Aging

Researcher and Assistant Professor for the Department of Cell Biology & Molecular Genetics, Dr. Kan Cao, recently won the prestigious Ellison Medical Foundation New Scholar in Aging Award for $400,000 over four years. Dr. Cao’s lab studies progeria, a rare premature aging disease. “This New Scholar Award provides me the opportunity to explore new, creative, but risky ideas. The $400,000 award is particularly helpful at a time when federal funds are quite difficult to obtain” notes Cao. For more, see the full story from the UMD Newsdesk: http://www.newsdesk.umd.edu/uniiini/release.cfm?ArticleID=2457
Dr. Laura MacPherson Receives 2012 Outstanding Early Career Investigator Award

Associate Professor of Psychology and Associate Director of the Center for Addictions, Personality, and Emotion Research (CAPER), Dr. Laura MacPherson, is the recipient of the Outstanding Early Career Investigator Award for 2012 from the Behavioral and Integrative Branch in the Division of Clinical Neuroscience and Behavioral Research at the National Institute on Drug Abuse. This prestigious honor is bestowed to one researcher in each branch in the Division each year. Dr. MacPherson has been invited to the National Institute on Drug Abuse to present her winning research on adolescents linking mechanisms of action to treatment development. For more on Dr. MacPherson, see the full store from the College of Behavioral and Social Sciences: http://www.bsos.umd.edu/news-and-events/hot-topics/dr-laura-macpherson-receives-%27outstanding-early-career-investigator-award%27-for-2012.aspx

Dr. Karin Melnick Receives American Math Society Centennial Fellowship

Assistant Professor of Mathematics, Dr. Karin Melnick, is the 2012 – 2013 recipient of the AMS Centennial Fellowship, bestowed on candidates who have held a doctoral degree for between three and twelve years and have exhibited research excellence. The stipend for the award is $80,000 plus an expense allowance of $8,000 along with a complementary one-year AMS membership. Dr. Melnick’s research focuses on differential geometric aspects of rigidity. For more on Dr. Melnick’s research and the American Math Society, see the full story at: http://www.eurekalert.org/pub_releases/2012-05/ams-kmr050412.php

Welcome, Dean Lucy Dalglish, Philip Merrill College of Journalism

UMD Philip Merrill College of Journalism has appointed new Dean, Lucy Dalglish. Dalglish is former Executive Director of the Reporters Committee for Freedom of the Press; President of the National Freedom of Information Coalition and Supervisor for the Sunshine in Government Initiative; former MN media lawyer for the trial department of Dorsey & Whitney LLP; and worked as a reporter and editor at the St. Paul Pioneer Press in Minnesota. As Dean, Dalglish plans to expand partnerships between colleges and help students become lifelong learners. See the full store from the UMD Newsdesk at: http://newsdesk.umd.edu/universitynews/release.cfm?ArticleID=2700

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In November 2011, the ADVANCE Policy Review Committee was convened by the Provost with the charge of considering the campus policies related to faculty work life and family and making specific recommendations for improvement. From their work and the leadership of Kathy McAdams, Associate Dean in the Philip Merrill College of Journalism, along with others on the committee, a proposal for parental leave and modified duties for faculty was put forward for consideration by the University Senate. We are very pleased to note that, on April 19, 2012, the University Senate approved a resolution detailing provisions for both parental leave and modified duties. A parental leave policy for staff is currently under consideration by the Senate’s Staff Affairs committee. Concurrent with these activities at UMD, the University System of Maryland drafted a broad set of policies for both faculty and staff for the entire system that are to be implemented by September 1st 2012. USM’s policies were approved by the Board of Regents on June 19, 2012.

We thank Provost Ann Wylie for her energy and commitment to establishing these provisions for parents within the campus community.

–Elizabeth Beise, Associate Provost

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communities, in programs such as our Interdisciplinary and Engaged Research Seed Grant program, we see the power of collaboration and networks in facilitating scholarly learning and professional growth. Since the first day I walked into the room with our ADVANCE Professors – full professor women from across the university – the power of networks was clear and electrifying. It is because of the diversity of intellectual perspectives and life experiences that we had in the room – the mathematician, the engineer, and the special education scholar thinking together – that the group has become a force to be reckoned with. Networks have been established in their own colleges for women to mentor and recognize one another. As you prepare for the fall semester, I hope you can connect in some way to one of the many ADVANCE networks being formed – either by coming to a seminar in your college, connecting with colleagues from a past program, or finding a new way to make or contribute to a new network at UMD. It is an excellent personal and professional investment.


UMD ADVANCE Program for Inclusive Excellence

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