The University of Maryland ADVANCE Program: Investing in Faculty Success, Diversity & Inclusion

History
The University of Maryland ADVANCE Program began in 2010 as a five-year, NSF-funded campus-wide project promoting institutional transformation with respect to the retention and advancement of women faculty. We quickly expanded to consider ways to improve work environments for all faculty, including under-represented minority faculty and professional track faculty.

ADVANCE Goals
We aim to:
- Create Transparency so all faculty have information and understand what they need to do to succeed.
- Enrich Professional Networks so all faculty have support from colleagues.
- Increase Retention so more faculty feel UMD is the best place to build a career.
- Increase Awareness of and Reduce Implicit Bias and its negative effects on faculty careers.
- Improve Work Environments and climate so they are equitable and provide faculty challenge and support.

We accomplish these goals by creating strategic relationships between faculty on campus where we identify work environment challenges and tackle them together to become a more inclusive university.

Project Activities (2018-2019)

ADVANCE Professors
A senior woman faculty member is assigned to each academic college to mentor junior faculty, and to work with deans and department chairs to strengthen structures and cultures of support. ADVANCE Professors receive training, meet monthly, and help steer all other ADVANCE activities. ADVANCE Professors act as knowledge brokers, providing strategic advice to colleagues on grants and research submissions, workload, work-life policies, developing professional networks and preparing materials for tenure and promotion. Please go to our website to identify your ADVANCE Professor.

Strategic Networks for Faculty (We recruit April – July for peer networks). Please contact Kristen Corrigan, ADVANCE Projects Manager, to learn more: corrigan@umd.edu

Keeping Our Faculties (KOF) – Year-long network of pre-tenure assistant professor women created to enhance agency in career advancement (meets monthly for two hours). Professor of Journalism, Linda Steiner, leads KOF.

Leadership Fellows – Year-long leadership development program for UM faculty which aims to grow local faculty leadership talent through on-campus peer networks, professional development, and mentoring. Dean Darryll Pines of the A. James Clark School of Engineering and Dean Bonnie Thornton Dill of the College of Arts and Humanities lead Leadership Fellows.

ADVANCING Faculty Diversity (AFD) – Year-long network of faculty of color (men and women) created to enhance agency in career advancement. Director of the University of Maryland Center for Health Equity and Professor in the School of Health, Stephen Thomasson, and Professor of Electric Engineering and Director of the Speech Communication Lab at UMD, Carol Espy-Wilson, lead AFD.

ADVANCING Professional Track Faculty (APTF) – Year-long network of full-time non-tenure track (men and women) created to enhance agency in career advancement. Katerina (Kaci) Thompson, Instructor of Biological Sciences, and Assistant Dean for Science Education Initiatives in the College of Computer, Mathematical, and Natural Sciences, leads APTF.
Inclusive Faculty Hiring: Best Practices Pilot Project
Increasing the diversity of the faculty is an important goal of the University of Maryland. The Inclusive Faculty Hiring Pilot Program engages search committees in evidence-based practices shown to reduce implicit bias and enhance the recruitment and hiring of diverse faculty. Funded by the Provost’s Office led by ADVANCE, and coordinated within the Offices of Faculty Affairs and Diversity & Inclusion, ADVANCE works collaboratively with search committees to implement evidence-based faculty hiring practices. Please contact RA, Dawn Culpepper, to learn more: dkculpep@umd.edu

TERP Allies Program
TERP Allies is a group of volunteer faculty, students, and staff who have been trained as non-professional actors to deliver interactive theater modules on implicit bias in the everyday academic workplace. Available for department and college retreats and orientations, TERP Allies “performances” typically involve presentation of short vignettes taken from experiences here at UMD. Participants in workshops get a chance to identify biased situations and learn specific strategies that can be used by bystanders when such instances occur. Workshops use humor and the arts as a way to open up discussion about how to organize our work environments to be more inclusive. To learn more or hire the troupe for an event please contact RA, Dawn Culpepper, to learn more: dkculpep@umd.edu

Work-Life Awareness and Policy
An FAQ document on existing and newly implemented work-life policies such as parental leave is available to assist in understanding work-life policies. An FAQ on parental leave and external grant funding is also available. ADVANCE works with the Office of Faculty Affairs and Office of Diversity & Inclusion to increase awareness and ease the use of work-life policies. https://advance.umd.edu/sites/advance.umd.edu/files/2013-worklife-faq_0.pdf

The Faculty Workload and Rewards Project
The Faculty Workload and Rewards Project engages departments in a collaborative change process to solve problems of inequitable, invisible, and unrewarded faculty workloads. Funded by the National Science Foundation ADVANCE Program as an action-research project and knowledge-sharing network, the Faculty Workload and Rewards Project engages STEM and Social Science academic departments from three state systems of higher education (Maryland, North Carolina and Massachusetts) in a three year effort to better understand, dialogue about, make transparent, and initiate change around faculty workloads and rewards. Website: http://facultyworkloadandrewardsproject.umd.edu/

Dashboards
The University of Maryland ADVANCE Program developed a Data Dashboard to make information regarding faculty demographics, time to advancement, salary ranges, and campus service activity more easily accessible to tenured and tenure-track faculty. ADVANCE provides this information by college with the hope of increasing transparency and assisting individual faculty in assessing their career progress relative to peers. To access, tenure/tenure track faculty may login at: www.advance.umd.edu. Click on “Faculty Login to Dashboard.”

The ADVANCE Research and Evaluation team engages in institutional research and social science research to understand the influence of organizational practices on faculty agency and professional growth, retention, satisfaction and productivity with a particular focus on equity for women and URM groups. The ADVANCE Program conducts exit interviews for tenure track faculty and disseminates aggregate results. The ADVANCE Program tracks UMD’s progress toward benchmark goals in recruiting, retaining, advancing, and recognizing women and URM faculty and shares these results annually with campus leadership.

ADVANCE reports to the Provost’s Office and works closely with the Office of Faculty Affairs, Office of Diversity & Inclusion, Deans, and Faculty Leaders. ADVANCE is funded by The Provost’s Office, Office of Diversity & Inclusion, Division of Research, Academic Colleges, The Graduate School and Undergraduate School. ADVANCE is interested in your ideas for supporting the advancement of women and under-represented minority faculty on campus. Please contact us with your ideas related to these goals at advance@umd.edu

Dr. KerryAnn O’Meara
ADVANCE Director
Professor of Higher Education
University of Maryland
komeara@umd.edu

Kristen Corrigan
ADVANCE Projects Manager
University of Maryland
corrigan@umd.edu

Dr. Gudrun Nyunt
ADVANCE Faculty Specialist
ghaider@umd.edu