



Programs & Initiatives

2020-2021

Strategic Peer Networks



Keeping Our Faculties (KOF) is a year-long peer network designed to enhance the professional growth of pre-tenure faculty members who identify as women. Linda Steiner, Professor (JOUR) and Director of ADVANCE, facilitates KOF.



ADVANCING Faculty Diversity (AFD) is a monthly seminar series aimed at expanding professional networks, enhancing career agency, and recognizing the unique workload demands of faculty members and postdoctoral fellows (all genders) who identify as people of color. Bridget Turner Kelly, Associate Professor (EDUC) facilitates AFD.



ADVANCING Professional Track Faculty (APTF) is a year-long network of full-time professional track faculty members (all genders) created to enhance agency in career advancement. Katerina (Kaci) Thompson, Instructor of Biological Sciences, and Assistant Dean for Science Education Initiatives (CMNS) facilitates APTF.



Leadership Fellows (LF) is a year-long leadership development program for faculty (all genders) which aims to grow local faculty leadership through on-campus peer networks, professional development, and mentoring. Dean Bonnie Thornton Dill (ARHU) and Dean Jennifer Rice (EDUC) facilitate LF.

ADVANCE Professors



ADVANCE Professors are distinguished women faculty members of intersectional identities who act as role models and facilitators of professional growth, faculty success, and excellence. They serve as strategic mentors and advisors to faculty members and advocate for more equitable policy and practice within their college.

Find your ADVANCE Professor: <https://www.advance.umd.edu/Meet>

Workshops & Education



TERP Allies is an interactive theater workshop intended to increase awareness of the biases that emerge in everyday group work settings among faculty. To learn more or to schedule the workshop, contact Dawn Culpepper: dkculpep@umd.edu



Inclusive Faculty Hiring Project (2016-2018) created a rich set of resources on evidence-based practices shown to reduce implicit bias and enhance the recruitment and hiring of diverse faculty. View resources: <https://www.advance.umd.edu/inclusive-faculty-hiring>

Research & Data

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 focus on equity for women and URM groups.

The ADVANCE Faculty Dashboard is an online tool available on the ADVANCE website that displays information regarding faculty demographics, time to advancement, salary ranges, and service. The goal of the Dashboard is to increase the availability, accessibility, and transparency of data related to faculty careers in each college. To access, tenured/tenure track faculty may login at: www.advance.umd.edu/dashboard

About ADVANCE

The University of Maryland ADVANCE Program fosters the retention, professional growth and advancement of a diverse faculty. Initiated through an NSF institutional transformation grant (2010-2016), the UMD ADVANCE was institutionalized as a cross-campus initiative to support faculty success and is now located within the Office of Faculty Affairs.



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ADVANCE

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