

ADVANCE

ADVANCE Program for Inclusive Excellence

Advancing women, transforming the University, investing in a culture of inclusive excellence



ADVANCING FACULTY DIVERSITY Peer Network 2017-2018

The University of Maryland ADVANCE Program is pleased to announce this call for participants for the 2017-2018 ADVANCING Faculty Diversity Program, a year-long research career development and leadership training program for University of Maryland full-time assistant and associate Faculty of Color.

The ADVANCING Faculty Diversity (AFD) program is 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 co-facilitated by ADVANCE Director and Professor of Higher Education, Dr. KerryAnn O'Meara. Members of prior AFD cohorts serve as additional guest speakers and mentors.

Program Objectives: The ADVANCING Faculty Diversity Program aims to:

- Enhance participant knowledge of the requirements and processes involved in the tenure and promotion process
- Expand participants' on campus peer support networks
- Decrease isolation and provide collaboration opportunities
- Enhance the agency participants feel about career advancement
- Recognize the unique contributions and workload demands of diverse faculty
- Advise the administration on strategies to recruit, retain, and advance under-represented minority faculty



The Curriculum

The ADVANCING Faculty Diversity Program includes an opening reception in August and monthly 2-hour Friday meetings throughout the year (dates to be scheduled). Examples of meeting topics include:

- Developing Campus-Wide Networks
- Life-Work Integration and Self Care
- Saying No Versus Not this Time
- Gracious and Strategic Self-Promotion
- Writing Retreat and Productivity
- Strategies for Dealing with Rankism and Implicit Bias
- Getting Published and Funded: Rejection, Resilience, and Getting Good Feedback
- Making Plans – Career Action Plans and Personal Narratives
- Becoming Culturally Competent Master Mentors
- Assuming Leadership Positions: When, Why, and Why Not?



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 email of interest discussing why this program is of interest to you to corrigan@umd.edu. We are accepting applications until July 15th or until the program is full. Every effort will be made to create a cohort that is representative of all University of Maryland colleges and schools.

Why should I participate? AFD Fellows Explain:

"I just wanted to express my deep gratitude for the support provided by the AFD program. It is an incredibly helpful program not only in terms of the safe space that it provides but also the practical help it offers to faculty such as the templates of research statements/narratives, etc."

"The experience was transformational, for myself and everyone involved. Now being able to meet and greet others from the previous cohorts only added to the invaluable experience of AFD."

"Please don't ever wonder if the curriculum of the program is effective, or whether we participants listen and learn from you and the bevy of speakers you invite. I am thoroughly enjoying myself in the program, and I am developing habits of a writer that I did not have."

"What was most compelling about this program is the three C's: camaraderie, cultural brokering, and cunning strategy."



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 and Associate Director of the Mentor Training Core for the National Research Mentoring Network, a nationwide consortium of biomedical professionals and institutions collaborating to provide all trainees across the biomedical, behavioral, clinical and social sciences with evidence-based mentorship and professional development programming.



KerryAnn is 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.

