



ADVANCE

Investing in Faculty Success and Inclusive Work Environments

ADVANCING FACULTY DIVERSITY

2020-2021

The ADVANCING Faculty Diversity Program (AFD) was founded by Dr. Stephen B. Thomas (SPHL), Dr. Carol Espy-Wilson (ENGR), and ADVANCE. This strategic peer network, facilitated by Dr. Bridget Turner Kelly, promotes the retention, advancement, agency, and professional growth of faculty of color at the University of Maryland. AFD’s monthly seminars are open to all full-time faculty (TTK and PTK) and postdoctoral fellows who identify as people of color.



How AFD Works

- The professional community will meet once a month for discussion-based seminars or writing retreats (See dates next page).
- Seminars will be held virtually in fall 2020, with a determination regarding spring 2021 to be made as more information becomes available.
- Each month, faculty members and postdoctoral fellows who have signed up for the program will receive details for the seminar and will RSVP. Registration for each seminar is capped at 30 participants to enhance engagement. Efforts will be made to prioritize new faculty of color.

Who Should Participate in AFD?

- Full-time (TTK & PTK) faculty members and postdoctoral fellows who identify as people of color can participate. The program is open to individuals who have participated in AFD in the past, as well as those who have not.
- Why should **AFD alums** sign up?
 - Reconnect with AFD alums and meet new faculty.
 - Participate in peer mentoring and build leadership skills.
- Why should **new faculty and postdocs** sign up?
 - Build a cross-campus network of colleagues and potential collaborators.
 - Learn critical strategies on advancement and success.

The ADVANCING Faculty Diversity Program aims to:

- Expand participants’ on-campus peer support networks and increase opportunities for mentoring, collaboration, productivity, and knowledge-sharing.
- Enhance the agency participants feel about career advancement.
- Recognize the unique contributions and workload demands of faculty of color.

AFD Facilitator: Dr. Bridget Turner Kelly

Dr. Bridget Turner Kelly (EDUC), Associate Professor of Student Affairs and Program Director, Higher Education, Student Affairs, and International Education Policy Program, facilitates AFD. Dr. Kelly's scholarship focuses on marginalized populations in higher education, such as women and faculty of color. She has also written extensively on the use of visual research methods. She has authored over 25 publications, including two articles that have received over 200 citations each and two that have been cited in AMICUS briefs for U.S. Supreme Court cases. Dr. Kelly is an award-winning teacher of intergroup dialogue and presents nationally on the topic. Prior to coming to UMD, she was an Associate Professor and Program Chair at Loyola University Chicago, an Associate Professor at Seattle University, and an Assistant Professor at the University of Vermont. She received her Ph.D. from the University of Maryland.



Seminar Dates and Format

- September 23: 12:30 – 2:00 pm (Virtual)
- October 21: 12:30 – 2:00 pm (Virtual)
- November 18: 12:30 – 2:00 pm (Virtual)
- December 18: 9:00 – 1:00 pm (Virtual Writing Retreat)
- January 27: 12:30 – 2:00 pm (TBD)
- February 17: 12:30 – 2:00 pm (TBD)
- March 24: 12:30 – 2:00 pm (TBD)
- April 21: 12:30 – 2:00 pm (TBD)
- May 14: 9:00 – 1:00 pm (TBD Writing Retreat)

Each 90-minute seminar will include time for networking, peer mentoring, and collaboration, in addition to speakers on topics determined by AFD participants. Seminars will overall focus on mentoring. End-of-semester writing retreats will include goal-setting/productivity activities and invited speakers.

History of Advancing Faculty Diversity



AFD Founding Directors Dr. Stephen B. Thomas and Dr. Carol Espy-Wilson began the Advancing Faculty Diversity peer network as part of UMD's original ADVANCE grant program. Dr. Thomas and Dr. Espy-Wilson remain involved in AFD as valued advisors, mentors, and speakers.



How to Join AFD

Sign up to receive notifications and registration information for monthly AFD seminars by emailing Dawn Culpepper, Faculty Specialist, at dkculpep@umd.edu by August 1, 2020.

In the email, please include a brief description of what you hope to gain from participating in AFD.

Questions can be sent to dkculpep@umd.edu