



Keeping Our Faculties (KOF) Call for Applications 2020-2021

Keeping Our Faculties is a year-long, mutual mentoring seminar designed to enhance the professional growth of pre-tenure faculty members who identify as women. Participants in this program meet once a month with a senior woman professor to:

- Build a cross-campus peer support network
- Obtain critical information about requirements for tenure and promotion from faculty who have served on the promotion and tenure committee and/or have recently gone through the process
- Develop and refine career advancement materials such as personal statement, teaching portfolio, and vita, and consider one's personal brand as a scholar
- Discuss other key aspects of career success at UMD such as making time for research, negotiation and conflict resolution, teaching, and balance of work and life priorities



Who is eligible?

All pre-tenure assistant professors who identify as women. We are seeking 18-20 participants from across all colleges.

What is expected of participants?

Participants are asked to commit to attend at least 80% of the scheduled seminars and do short readings or activities assigned for the session.

This seminar begins in September 2020. Sessions will take place monthly on Mondays from 2:30 – 4:00 pm.

For the Fall 2020 semester, KOF will meet virtually.

A determination about meetings in Spring 2021 will be made as information becomes available.

Please send a brief email of interest to: dkculpep@umd.edu. Applications can be submitted now and will be accepted until the program is filled.





Keeping Our Faculties will be led by Linda Steiner, Professor in the College of Journalism, Director of the University of Maryland ADVANCE Program, and the editor of *Journalism & Communication Monographs*. Her co-authored or co-edited books include *Women and Journalism* (2004); *Key Concepts in Critical-Cultural Studies* (2010), *Routledge Companion to Media and Gender* (2013); *The Handbook of Gender and War* (2016); and *Race, News, and the City: Uncovering Baltimore* (2017); *Journalism, Gender and Power* is forthcoming. She has published over 100 book chapters and refereed journal articles. Dr. Steiner served as president of the Association for Education in Journalism and Mass Communication (AEJMC).

At Maryland, Dr. Steiner is chair of the Merrill College's promotion and tenure committee and a member of the President's Commission on Women's Issues, and a Research Integrity Officer (RIO). She has served on several other University committees, including the grievance committee. Having participated in the inaugural ADVANCE program she has been a mentor to faculty in several departments/schools at UMD, as well as participating as a mentor in programs outside the university. She speaks frequently about research ethics and journal publishing (and the problem of predatory journals).

Comments from Participants

"Honestly, the ADVANCE Program really made a huge change in my professional life at UMD."

"One of the things I have loved about ADVANCE in the last year is having a context for talking with colleagues about how we balance our personal and professional lives."

"Through this program, I have learned strategies on teaching and service, rules and regulations on tenure process, and research and teaching resources on campus... I believe many junior faculty will be benefitted for their careers by joining this program."

"I loved getting to connect with other women from diverse disciplines across the school in a similar career stage!"



The ADVANCE Program for Inclusive Excellence is funded by the Provost's Office, Office of Diversity & Inclusion, Division of Research, Academic Colleges, the Graduate School, and Undergraduate School.