The University of Maryland ADVANCE Program for Inclusive Excellence
Program Activities and Initiatives 2016-2017

**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**

**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 see who the ADVANCE Professor is for your college.

**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](http://www.advance.umd.edu). Click on “Faculty Login to Dashboard.”

**Strategic Networks**
- **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 Management and Organization, Dr. Christine Beckman, leads KOF.
- **Leadership Fellows Program** – A yearlong professional development program for UMD faculty. The goals of this program are to enhance faculty leadership skills, and to prepare them for administrative positions within their department, college or the University. Our Leadership Fellows program leaders this year are Professor of Cell Biology and Molecular Genetics, Dr. Norma Allewell and Dean of the School of Public Health, Dr. Jane Clark.
- **ADVANCING Together Workshops (AT)** – Workshops for women associate professors created to enhance agency in career advancement to full professor. Faculty Ombuds Officer, Ellin Scholnick, leads this workshop.
- **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 Public Health, Stephen Thomas, leads this program.
• ADVANCING Professional Track Faculty (APTF) – Year-long network of full-time non-tenure track (men and women) created to enhance agency in career advancement. Director of Clinical Education in Speech-Language Pathology and Clinical Professor, Dr. Colleen Worthington, 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 will engage search committees in evidence-based practices shown to reduce implicit bias and enhance the recruitment, outreach, evaluation and hiring of diverse faculty. Funded by the Provost’s Office and led by ADVANCE and the Office of Diversity & Inclusion, we are treating this program as an action research project and thus will compare whether use of best practices influences hiring outcomes over a two year period, with the goal of engaging with the remaining 6 colleges in subsequent years. Please contact RA, Dawn Culpepper, to learn more: dculpep@umd.edu

TERP Allies Program
Implicit bias is a part of everyday life and yet something we can mitigate by becoming self-aware, and learning strategies to reduce bias in every-day interactions in organizations. This year ADVANCE is launching a TERP Allies Program. TERP Allies (men and women) will be recruited in fall, 2016, trained in January, 2017, and begin service. TERP Allies will be provided concrete tools and strategies on how to intervene in everyday workplace interactions--department and committee meetings, searches, award committees, and hallway conversations in ways that support diverse faculty and positive work environments for all. TERP Allies will meet quarterly to check in, provide mutual support, and brainstorm how to be good allies in difficult situations where implicit or explicit bias is shaping practice.

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. ADVANCE works with the Office of Faculty Affairs and Office of Diversity & Inclusion to track use of work-life policies and recommend changes to make work-life policies more accessible.

The Faculty Workload and Rewards Project
The Faculty Workload and Rewards Project will engage departments in a collaborative change process to solve problems of overloaded, unequal, 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 will engage 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/

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 Faculty Work Environment Survey (FWES) was designed to measure the degree to which faculty perceive and experience their units, colleges, and the university to be investing in their professional growth and creating an inclusive work environment. The FWES was implemented in spring, 2011, 2013, and 2015. Twelve college reports and a campus-wide report are published on the ADVANCE website. 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.

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ADVANCE reports to the Provost’s Office and works closely with the Office of Faculty Affairs, Office of Diversity & Inclusion, Deans, and Faculty Leaders.

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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