

ADVANCE *Announcement*

ADVANCE Program for Inclusive Excellence

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



ADVANCE Professors: August 2016 – August 2017

Call for Applications

The ADVANCE Program for Inclusive Excellence is focused on improving work environments, retention, and advancement of women faculty in ways that improve the culture for all faculty. The UMD ADVANCE project has been noted by NSF site visitors, by deans, and by faculty for being particularly successful in:

- Providing high quality, campus-wide, peer networks that invest in faculty professional growth at every career stage (assistant, associate, full/mentor, and advancement into leadership);
- Using data to increase awareness of equity issues, mentor, and improve work environments (e.g., career, salary, faculty work environment survey)
- Advocating for and helping to craft policy change in areas that specifically affect women (parental leave, interdisciplinary research) but that also would improve the environment for all faculty;
- Assigning a woman leader to each college to mentor junior faculty, to create peer networks of support and recognition, and to provide feedback and advice to the dean on ways to support the retention and advancement of women and underrepresented faculty.

The members of our signature initiative, ADVANCE Professors, are critical to these goals. **ADVANCE Professors are distinguished women faculty of all disciplines who act as role models and facilitators of professional growth in their colleges and advise the program leadership on all initiatives.** ADVANCE Professors become ADVANCE Fellows and continue to advise the program on strategic directions after their service as college ADVANCE professor. Our current ADVANCE Professors are ending their term, and we are inviting applications for a new cohort to begin their term August, 2016.

ADVANCE Professors work with department chairs and the dean to improve college level workplace policies and practices by facilitating and/or participating in activities such as:

- Mentoring assistant and associate women faculty individually and in group seminar meetings
- Hosting meetings to discuss work environment survey results and data on faculty advancement in the college
- Liaising with associate deans, formal mentors and relevant professional development committees to ensure advice given to assistant and associate professors on advancement is consistent and constant
- Working with department chairs, personnel committees, and search committees to make sure they are aware of work life policies and to create cultures where the use of these policies is encouraged

- Increasing campus awareness of issues of gender equity and unconscious bias and how it may influence such areas as hiring, workload, teaching evaluations, department climate, and award nominations.

ADVANCE Professors Obligations, Compensation and Application Process

ADVANCE Professors receive upfront and ongoing training and must commit to attend an August retreat and attend one meeting per month throughout the academic year. In addition, every ADVANCE professor agrees to record her ADVANCE activities in a monthly activity report. **Applicants must commit to these activities when they apply.**

One applicant will be chosen per college. ADVANCE Professors are traditionally full professor women. However, in special circumstances, the applicant may be an Associate Professor in rank for over 5 years. The application process is open for ALL self-nominations, and former ADVANCE Professors may apply for a second term.

ADVANCE Professors receive a \$5,000 per year compensation from ADVANCE.

To Apply

Please submit a letter of application and CV **by May 27th, 2016** to advance@umd.edu. The application letter should include discussion of:

- interest in the position and reasons why this is a good time, career-wise, for the nominee to take on this leadership role
- past mentoring experiences on- or off-campus (including as an ADVANCE Professor previously if relevant) that suggest the individual would be effective in this role and
- past efforts at organizational change or management that suggest one could be a positive organizational catalyst

No letters of recommendation are required. Please indicate the college or school for which you are applying.

A committee including representatives from the ADVANCE Team, Office of Faculty Affairs, Office of Diversity & Inclusion, President's Commission on Women's Issues, and former ADVANCE Professors will review applications and make decisions by June 24th, 2016.

Here is what people are saying about the ADVANCE Professor Program:

"Generous in their time, concern and support for my research and teaching and more than willing to share their knowledge, experience and networks. Wonderful people who are dedicated to the total mission of the institution, the students and their colleagues."

"[The] Advance program and professors have been instrumental in my success at UMD – in fact, they are one of the few reasons I have not taken job offers elsewhere."

"[My] ADVANCE professor is very successful in a research career, and has demonstrated a genuine interest in helping me advance."

"The ADVANCE professors in [my college] have been extremely helpful, approachable, and kind. They have been a wonderful resource."

"Our Advance professor has advised me on numerous occasions about my own career, helped when I had to make decisions in how to mentor others, has researched policies on my behalf. She has been strengthened (and as a result so have we) by having a cohort outside of our school."

"I have talked with Advance professors about issues of concern and have found them to be insightful and resourceful."

Here is what ADVANCE Professors have said about Benefits to Serving for Them:

"ADVANCE Professor has become a respected role on campus and in the college. The knowledge and mentoring acquired through this position have increased my sense of agency as a faculty member."

"Greater exposure to other women scholars / Opportunity to assist junior faculty / Formal programming to assist colleagues in moving up ladder"

ADVANCE Professors 2015–2016



Alene Moyer, College of Arts and Humanities



Mary Ann Hoffman, College of Education



Dushanka Kleinman, School of Public Health



Madlen Simon, School of Architecture, Planning, and Preservation



Elizabeth Smela, A. James Clark School of Engineering



Margaret Pearson, College of Behavioral and Social Sciences



Kathyryne Everts, College of Agriculture and Natural Resources



Amy Mullin, College of Computer, Mathematical and Natural Sciences



Norma Allewell, College of Computer, Mathematical and Natural Sciences



Christine Beckman, Robert H. Smith School of Business



Sarah Oates, Phillip Merrill College of Journalism; School of Public Policy; College of Information Studies