



# **UMD ADVANCE: Investing in Faculty Success and Inclusive Excellence**

Dawn Culpepper, Ph.D. (she/hers)



**Opening Exercise: Take 2 minutes to complete the self-assessment.**

**Results are for your personal use, will not be collected.**



# ADVANCE Program

- ***Enhance transparency*** to ensure that faculty members have access to information on the policies, practices, and resources they can leverage to advance their careers.
- ***Strengthen faculty networks*** so that faculty members have access to mentorship, collaboration, and support needed to advance their careers.
- ***Support the uptake of policies, practices, and resources*** that enhance inclusivity and equity within units, colleges, and the University.
- ***Build the capacity*** of faculty members to advocate for diversity, equity, and inclusion within their local and cross-campus context(s).
- ***Understand and contribute to research and best practices*** on faculty diversity, equity, and inclusion policy, practice, and resources.
- ***Improve the academic work environment*** to ensure that UMD is a place where all faculty members can thrive.



## ADVANCE Programs

- Build the capacity of individuals to navigate their own careers and support the development of faculty allies.
- Support the uptake of policies, practices, and resources that enhance inclusivity and equity within units and across the University.





# 1. Peer Networks

Affinity groups that meet regularly over the course of the year to discuss issues of career development relevant to that group/career stage.

- **Advancing Faculty Diversity:**

**<https://go.umd.edu/afdpn23>**

- **PTK Women in Leadership**

**<https://go.umd.edu/aptkpn23>**



## 2. Education and Training Initiatives

### Terp Allies Workshop

- Strategies that faculty can use to disrupt bias when they see occur in the everyday academic workplace.

### Inclusive Hiring Workshop

- Strategies for mitigating bias in faculty hiring processes.
- Workshops offered bi-weekly in the fall and monthly in the spring

(Partnership with ODI)

### Equity Coaches

- Faculty and staff trained in evidence-based practices for mitigating bias in hiring,
- Facilitate inclusive hiring workshops

(Partnership with ODI)

## 3. Advocacy and Advising

### Resources for:

- Faculty Search Committees
- Enhancing Workload Equity
- Caregivers and Families
- Parental Leave FAQs
- Faculty Evaluation
- Recognizing the impact of COVID-19





# 3. Advocacy and Advising

## ADVANCE Professors

- Senior women faculty who help faculty be strategic
- Provide individual and group strategic mentoring
- Act as knowledge brokers

Colleen Byrne	PTK Faculty (campus-wide)
Sarah Penniston-Dorland	Computer, Mathematical, and Natural Sciences
Jui Ramaprasad	Smith School of Business
Maile Neele	Agriculture and Natural Resources
Jennifer Rhodes	Agriculture and Natural Resources - Extension
Jennifer Turner	Education
Kerry Green	School of Public Health, Public Policy
Amanda Bailey	Arts and Humanities
Linda Steiner	Journalism
Kathleen Gallagher Cunningham	Behavioral and Social Sciences
Alisa Clyne	Engineering
Clara Irazábal	Architecture, Planning and Preservation
Kerry Green	Information Sciences
Yueming (Lucy) Qiu	School of Public Policy



## 4. Research and Evaluation

- Workload equity
- Hiring and retention
- Work-life integration
- Organizational change and transformation





## Advice for moving toward “very confident”

- Set a goal for the year, and align your yes’s (and no’s) to that goal.
- Build your campus network – strategically.
- Reach out to your ADVANCE professor.
- Join a peer network, or start your own.



Contact us with ideas for strengthening our work environments to be better for ALL faculty.



# Information, People & Resources

**Dr. Dawn Culpepper**  
Director, ADVANCE Program  
[dkculpep@umd.edu](mailto:dkculpep@umd.edu)

**Wuqi Yu**  
Graduate Coordinator for Inclusive Hiring  
[wyu224@umd.edu](mailto:wyu224@umd.edu)

**Jasmine Stephens**  
Graduate Assistant for Peer Networks  
[jstephe7@umd.edu](mailto:jstephe7@umd.edu)



ADVANCE Office: 1402 Marie Mount Hall

[www.advance.umd.edu](http://www.advance.umd.edu)

[advance@umd.edu](mailto:advance@umd.edu)