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

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<th>Terp Allies Workshop</th>
<th>Inclusive Hiring Workshop</th>
<th>Equity Coaches</th>
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| • Strategies that faculty can use to disrupt bias when they see occur in the everyday academic workplace. | • Strategies for mitigating bias in faculty hiring processes.  
• Workshops offered bi-weekly in the fall and monthly in the spring | • 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
Sarah Penniston-Dorland
Jui Ramaprasad
Maile Neele
Jennifer Rhodes
Jennifer Turner
Kerry Green
Amanda Bailey
Linda Steiner
Kathleen Gallagher Cunningham
Alisa Clyne
Clara Irazâbal
Kerry Green
Yueming (Lucy) Qiu

PTK Faculty (campus-wide)
Computer, Mathematical, and Natural Sciences
Smith School of Business
Agriculture and Natural Resources
Agriculture and Natural Resources - Extension
Education
School of Public Health, Public Policy
Arts and Humanities
Journalism
Behavioral and Social Sciences
Engineering
Architecture, Planning and Preservation
Information Sciences
School of Public Policy

https://advance.umd.edu/advance-professors
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

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