



Programs & Initiatives

2021-2022

Strategic Peer Networks



ADVANCING Faculty Diversity (AFD) is a year-long network and community aimed at expanding professional connections, enhancing career agency, and recognizing the unique workload demands of faculty members and postdoctoral fellows (all genders) who identify as people of color. Bridget Turner Kelly, Associate Professor of Student Affairs (EDUC) facilitates AFD.



Advancing Together (AT) is a year-long network for tenured associate professors who identify as women. The group meets regularly throughout the year to discuss promotion to full and other topics relevant to associate professors (e.g., managing workload; strategic self-promotion). Brooke Fisher Liu, Professor of Communication (ARHU) facilitates AT.



ADVANCING Professional Track Faculty (APTF) is a year-long network of full-time professional track faculty members (all genders) created to enhance agency in career advancement. Katerina (Kaci) Thompson, Instructor of Biological Sciences, and Assistant Dean for Science Education Initiatives (CMNS) and Sheila Lalwani, Lecturer, Department of English (ARHU) facilitate APTF.

ADVANCE Professors



ADVANCE Professors are distinguished women faculty members of intersectional identities who act as role models and facilitators of professional growth, faculty success, and excellence. They serve as strategic mentors and advisors to faculty members and advocate for more equitable policy and practice.

Find your ADVANCE Professor: <https://advance.umd.edu/advance-professors>

Workshops & Education



TERP Allies is an interactive theater workshop intended to increase awareness of the biases that emerge in everyday group work settings among faculty. [Learn more or schedule the workshop.](#)

Inclusive Faculty Hiring Workshops for faculty search committees and departments that want to reduce implicit bias and enhance the recruitment and hiring of diverse faculty. [View workshop dates and resources.](#)



Research & Data

The ADVANCE Research and Evaluation team engages in social science research on diversity, equity, and inclusion in the academic workplace, with an emphasis on diagnosing barriers and putting in place strategies that promote recruitment, retention, advancement, and professional growth for faculty members from historically marginalized groups in academe. From faculty work environment survey to exit interviews, we leverage our research and evaluation insights to strategically advise campus stakeholders on equity-minded faculty policy and practice and create resources for faculty members across identities, ranks, and appointment types. [View resources and research.](#)

About ADVANCE

The University of Maryland ADVANCE Program supports the recruitment, retention, advancement, and professional growth of a diverse professoriate. Initiated through an NSF institutional transformation grant, the UMD ADVANCE was institutionalized as a cross-campus initiative to support faculty success and is located within the Office of Faculty Affairs.



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ADVANCE

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