UMCP ADVANCE: Investing in Faculty Success and Inclusive Excellence

Linda Steiner

August 25, 2022
ADVANCE Goals

- **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 the information, 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.
Problems Facing Faculty

• As faculty we have many different roles, stakeholders, bosses.

• We often make decisions quickly, without concrete evidence or data.

• Criteria for success are sometimes ambiguous and/or unevenly applied.

• We often work solo, which can make it difficult to ask for back-up or advice, especially if we are the “only” or one of few (only person of color, only woman, only PTK faculty member).

• We are evaluated independently but rely on others to advance our departments and the University.
ADVANCE Programs

• Build the capacity of individuals to navigate their own careers and support the development of equity-minded 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.
- AY 2022-2023: Keeping Our Faculty (KOF); Faculty of color; PTK Faculty;
- NEXT Year: Women associate professors
KEEPING OUR FACULTY: a year-long, mutual mentoring seminar designed to enhance the professional growth of pre-tenure faculty members who identify as women

Each KOF session features a panel of experts. Participants in this program meet once a month to:

• Build a cross-campus peer support network
• Obtain critical information about requirements for tenure and promotion from faculty who have served on the promotion and tenure committee and/or have recently gone through the process
• Develop and refine career advancement materials such as personal statement, teaching portfolio, and vita, and consider one’s personal brand as a scholar
• Discuss other key aspects of career success at UMD such as making time for research, negotiation and conflict resolution, teaching, and balance of work and life priorities

Registration will be open on a rolling basis until capacity is reached. to register: [https://go.umd.edu/kof2022](https://go.umd.edu/kof2022)
2022 KOF schedule

In the fall 2022 semester, meetings will take place in 1310A Marie Mount on the following dates/times:

September 20, 12:00 - 2:00 pm,

October 18, 12:00 - 2:00 pm,

November 15, 12:00 - 2:00 pm,

December 6, 12:00 - 2:00 pm

Includes lunch (light, cold)
Advancing Faculty Diversity
opening reception: August 30 4:00 - 5:00pm

Join current and former members of the **Advancing Faculty Diversity** peer network for a welcome back to campus networking event

Open to all new & returning faculty members & postdocs who identify as people of color and/or are racially minoritized

Tuesday, August 30
0100 Marie Mount Hall (the Maryland Room)

Light refreshments will be served.

**Please pre-register for this event**

url on our site
Advancing Faculty Diversity (AFD)

ADVANCING Faculty Diversity is a year-long peer network that is designed for faculty members and postdocs from racially minoritized groups of all genders.

In 2022-2023, AFD will host four writing retreats and networking events (two in the Fall 2022 semester and two in the Spring 2023 semester) for all racially minoritized faculty, including AFD alumni and new faculty and postdocs.

Each event will include time for networking, dedicated time for scholarly writing or productivity, and/or an invited speaker.

Bridget Turner Kelly
Associate Professor, Student Affairs Program Director, HESI College of Education
Advancing Professional Track Faculty (APTF)

- Year-long network of/for full-time professional track faculty (all genders).
- In 2022-2023, ADVANCE will host four networking events (two in the Fall 2022 semester and two in the Spring 2023 semester) for PTK faculty, including alumni of the APTF peer network and new PTK faculty.
- Each event will include time for networking and an invited speaker.
NEXT YEAR: ADVANCING Together Workshops (AT) –

A year-long peer network for associate professors who identify as women. This peer network is designed to provide knowledge of the promotion to full process, tips on dossier preparation, and discussions of critical career decisions.
3. Education and Training Initiatives (Partnership with ODI)

**Equity Coaches**
- Trained to provide guidance, to lead workshops on effective evaluation and inclusive hiring
- Work within but also across and outside of Colleges

**Inclusive Hiring Workshops**
- Strategies for mitigating bias in faculty hiring processes.
- Workshops offered weekly in September/October (faculty choose time that works best for them).
3. Advocacy and Consultation

COVID-19 Equity Resources

• Strategies for Equitable Faculty Evaluation
• Examples of COVID-19 Impact Statements
• Guidance on documenting COVID-19 impacts in Digital Measures

https://advance.umd.edu/covid19-supports
### 3. Advocacy and Consult’n

**ADVANCE Professors**

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Department</th>
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<tbody>
<tr>
<td>Colleen Worthington</td>
<td>PTK Faculty (campus-wide)</td>
</tr>
<tr>
<td>Sarah Penniston-Dorland</td>
<td>Computer, Mathematical, and Natural Sciences</td>
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<tr>
<td>Vijaya Venkataramani</td>
<td>Robert H. Smith School of Business</td>
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<tr>
<td>Lisa Taneyhill</td>
<td>Agriculture and Natural Resources</td>
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<td>Jennifer Rhodes</td>
<td>Agriculture and Natural Resources Extension</td>
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<td>Jennifer Turner</td>
<td>Education</td>
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<td>Kerry Green</td>
<td>School of Public Health</td>
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<tr>
<td>Jessica Enoch</td>
<td>Arts and Humanities</td>
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<tr>
<td>Linda Steiner</td>
<td>Journalism</td>
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<td>Ginger Zhe Jin</td>
<td>Behavioral and Social Sciences</td>
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<td>Akua Asa-Awuku</td>
<td>Engineering</td>
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<tr>
<td>Clara Irazábal</td>
<td>Architecture, Planning and Preservation</td>
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<td>Mega Subramaniam</td>
<td>Information Sciences</td>
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<tr>
<td>Shanna Pearson-Merkowitz</td>
<td>School of Public Policy</td>
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[https://advance.umd.edu/advance-professors](https://advance.umd.edu/advance-professors)
That said, just know that

- APs don’t substitute for your mentor
- APs don’t substitute for the faculty ombuds (Karen O’Brien)
- APs are not the Title IX officer
Care@Work by Care.com helps you manage family care while accomplishing your work

UMD pays the Care.com Premium Membership fee for Regular Faculty and Staff, Contingent II, and Graduate Assistants

Enables you to:

● Search for vetted providers
● Post a job call for regular care needs. You pay negotiated caregiver’s rate for regular child, senior, pet, & home care.
● Access Backup Care—Subsidized and vetted care for children and adults available 24/7/365 when regular, planned care is unavailable. Backup Care can be used for children (in-home or in-center) or adults/elders (in-home only).

Tuition Discount – Part-time & full-time recurring discount at participating childcare centers across U.S.
Backup care for children and adults available 24/7/365

Rates depend on annual salary. For those earning $40,000+, the subsidized rate is $15 a day or $6 an hour (min. 4 hrs).

You can use vetted people or your own contacts/friends

Enroll in advance at UMD.CARE.COM or call 855.781.1303.

For information: https://uhr.umd.edu/benefits/family-care/

Or, interim, Alison Brown, abrown82@umd.edu
Information, People & Resources

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On leave until October:
Associate Director, ADVANCE
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