

ADVANCE

ADVANCE Program for Inclusive Excellence

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



Call for Applications: ADVANCING FACULTY DIVERSITY 2013-2014 Program

“To foster excellence in education and research and to effectively serve the state, the nation, and the world, UMD must be diverse and inclusive—thus the notion of ‘inclusive excellence.’ We need to cultivate and sustain a faculty body that represents the communities we serve and we need to ensure that all faculty, and particularly those from underrepresented groups, have opportunities to be fully engaged, to thrive, and to help shape the future of the University.” Dr. Kumea Shorter-Gooden, Chief Diversity Officer and Associate Vice President, Office of Diversity & Inclusion

UMD ADVANCE, the Office of Diversity & Inclusion, and the Office for Faculty Affairs are pleased to announce this call for the 2013 - 2014 **Advancing Faculty Diversity Program**, a year-long research career development and leadership training program for UMD tenure-track faculty of color.

Building upon our highly successful NSF ADVANCE initiatives, this program will be co-lead by Dr. Carol Espy-Wilson and Dr. Stephen B. Thomas, two of the nation’s leaders of advancing faculty diversity. Together with UMD institutional support, they will establish a research enhancement network designed to advance the careers of assistant and associate faculty of color and contribute to a more diverse and inclusive campus for all faculty. This initiative is UMD’s response and contribution to the national call for supporting faculty excellence and diversity while improving UMD work environments for all faculty.

Objectives: The Advancing Faculty Diversity Program aims to:

- Improve participant knowledge of the requirements and processes involved in the tenure and promotion process
- Expand participant’s peer support networks
- Decrease isolation and improve collaboration
- Enhance the agency participants feel about career advancement
- Recognize the unique contributions and excellence of diverse faculty

- Advise the Chief Diversity Officer on strategies to retain and advance under-represented minority faculty.

The Curriculum: A Roadmap to Success

The Advancing Faculty Diversity Program includes a half-day retreat in August and monthly 2-hour meetings throughout the year (times to be scheduled once participants are selected). Monthly meeting topics include:

- Bragging and Gracious Self-Promotion: There is a Difference
- Symptoms, Treatment and Prevention of Micro-aggressions and Implicit Bias
- Managing the Stress of Living under the Microscope while being Invisible
- Social Support Matters: Building Resonance with Colleagues
- Saying NO vs. Not at This Time: Managing Service Obligations
- When My Student Body is Global: Managing the Diverse Classroom
- Ripping, Running and Hair on Fire: Skills for Effective Time Management
- Your Credentials Please: Personal Statements, CV and Teaching Portfolios
- I Got My First Big Grant and it is Killing Me: Managing Research Teams
- Are We Having Fun Yet? Work-Life Balance
- Making Friends and the Art of Strategic Networking

To Apply

The ADVANCE Program coordinates the application process and logistics for this program. Assistant and Associate tenure track faculty of color are eligible to apply. Please note this program is for men AND women from all disciplines and fields. Please submit a short letter of interest, vita, and a letter of nomination from either the ADVANCE professor assigned to your college, your Department Chair or Associate Dean. Send to Candice Staples, **ADVANCING FACULTY DIVERSITY** assistant at [cstaples@umd.edu](mailto: cstaples@umd.edu) by **June 14, 2013**. The letter of interest should discuss why this program is of interest to the applicant at this point in his or her career.

Dr. Carol Espy-Wilson and Dr. Stephen Thomas will meet with a Steering Committee of advisors to review applications, make decisions, and **notify all applicants by the end of June, 2013**. Every effort will be made to select individuals in the spirit of diversity and inclusion and to select an inaugural cohort that is representative of all UMD colleges and schools.

Supported by funds from the Office of Diversity & Inclusion, Office of Faculty Affairs, and NSF ADVANCE Program for Inclusive Excellence.

Distinguished leaders of this program include:



Carol Espy-Wilson, PhD, is a professor in the Department of Electrical and Computer Engineering and the Institute for Systems Research. She directs the [Speech Communication Lab](#) at UMD. Dr. Espy-Wilson's expertise is in signal processing and speech acoustics and her research program involves the development of various speech technologies. She is the recipient of an NSF Minority Initiation Award (1990-1992), the Clare Booth Luce Professorship (1990-1995), an NIH Career Award (1998-2003), the Honda Initiation Award (2004-2005), a Radcliffe Fellowship (2008-2009) and the University of Maryland's 2012-2013 [Distinguished Scholar-Teacher award](#). Dr. Espy-Wilson is a Fellow of the Acoustical Society of America and a Senior Member of IEEE. Currently, she is an Associate Editor of the Journal of the Acoustical Society of America and a member of the National Advisory Board for Medical Rehabilitation Research at NIH.



Stephen B. Thomas, PhD, is professor of Health Services Administration in the School of Public Health and Founding Director of the University of Maryland Center for Health Equity. Dr. Thomas is one of the nation's leading scholars in the effort to eliminate racial and ethnic health disparities. He is also a champion for faculty diversity and inclusion and has developed highly successful national programs for research career advancement of underrepresented minority faculty. Dr. Thomas served as the Philip Hallen Professor of Community Health and Social Justice (2000-2010) and Associate Dean for Diversity (2009-2010) at the Graduate School of Public Health, University of Pittsburgh. He joined the UMD faculty in 2010 and is currently principal investigator of the Research Center of Excellence on Race, Ethnicity and Health Disparities (with Dr. Sandra C. Quinn) funded by the NIH-National Institute on Minority Health and Health Disparities. In 1998, he received the K-01 NIH Mentored Research Science Award in Applied Research Ethics to explore strategies for overcoming the legacy of the Tuskegee Experiment on willingness of African Americans to participate in biomedical and public health research. Over the years, his work has become recognized as one of the scholarly contributions leading to the 1997 Presidential Apology to Survivors of the U.S. Public Health Service Syphilis Study Done at Tuskegee.