



ADVANCE

Investing in Cultures of Faculty Success and Inclusive Excellence

ADVANCING FACULTY DIVERSITY PEER NETWORK 2018-2019

We invite applications to the 5th annual cohort of the ADVANCING Faculty Diversity Program (AFD), a peer network formed to support the retention, advancement, agency and professional growth of assistant and associate Faculty of Color and Presidential Post Docs at the University of Maryland College Park.

Now in its 5th year, the AFD network is led by Professor of Public Health, Stephen Thomas, and Professor of Electrical Engineering, Carol Espy-Wilson. Fellows meet monthly and contribute to a vibrant community online of current and former fellows who find resonance, scholarly partnerships, strategic career advice and sounding boards. AFD has been found to enhance retention and advancement, and add to a sense of professional community on campus. Please join us!



Program Objectives: The ADVANCING Faculty Diversity Program aims to:

- Enhance participant knowledge of the requirements and processes involved in the tenure and promotion process
- Expand participants' on-campus peer support networks
- Decrease isolation and provide collaboration opportunities
- Enhance the agency participants feel about career advancement
- Recognize the unique contributions and workload demands of diverse faculty
- Advise the administration on strategies to recruit, retain, and advance under-represented minority faculty





The Curriculum

The ADVANCING Faculty Diversity Program includes an opening reception and monthly 2-hour meetings on **Thursdays from Noon-2 PM** throughout the year.

Examples of Workshop Sessions Include:

- Developing Campus-Wide Networks & Reception
- Finding Time for Deep Work and Career Goals
- Becoming Culturally Competent Mentors
- Assuming Leadership Positions – When, Why, How?
- Saying Yes and No Strategically; Workload Issues
- Life Work Integration and Self-Care
- Strategies for Dealing with Rankism & Implicit Bias
- Resilience: Getting Published and Funded & Teaching and Learning Strategies
- Gracious and Strategic Self Promotion
- Developing Short and Long-Term Career Goals and Personal Narratives

To Apply

The ADVANCE Program coordinates the application process and logistics for this program. Assistant and Associate tenure track and PTK full-time Faculty of Color and Presidential Post Docs are eligible to apply. Please note this program is for men AND women from all disciplines and fields. Please submit a short email of interest discussing why this program is of interest to you to corrigan@umd.edu. We are accepting applications until June 1, 2018 or until the program is full. Every effort will be made to create a cohort that is representative of all University of Maryland colleges and schools.

Why should I participate? AFD Fellows Explain:

“What was most compelling about this program is the three C’s: camaraderie, cultural brokering, and cunning strategy.”

“I really enjoyed hearing the success story and experiences from more senior faculty.”

“It was amazing how I could be part of the process to see how you can form networks over monthly meetings.”



“The experience was transformational, for myself and everyone involved. Now being able to meet and greet others from the previous cohorts only added to the invaluable experience of AFD.”



Stephen B. Thomas, PhD, is a 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 racial and ethnic 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 and Associate Director of the Mentor Training Core for the National Research Mentoring Network, a nationwide consortium of biomedical professionals and institutions collaborating to provide all trainees across the biomedical, behavioral, clinical and social sciences with evidence-based mentorship and professional development programming.



Carol Espy-Wilson, PhD, is a Professor of Electrical Engineering in the A. James Clark School of Engineering and directs the Speech Communication Lab at UMD. She received her B.S. in Electrical Engineering from Stanford University in 1979. Dr. Espy-Wilson is the recipient of the NSF Minority Initiation Award (1990-1992), the Clare Booth Luce Professorship (1990-1995) the NIH Independent Scientist Award (1998-2003), the Honda Initiation Award (2004-2005), and a Radcliffe Fellowship (2008). Dr. Espy-Wilson is a Fellow of the Acoustical Society of America (ASA) and a Senior Member of IEEE. She served as Chair of the Speech Technical Committee of the ASA from 2007 to 2010, as an associate editor of the ASA's magazine, *Acoustics Today*, and as an appointed member of the Language and Communication Study Section at NIH, 2001-2004. Currently, she is an Associate Editor of the *Journal of the Acoustical Society of America*, an elected member of the Speech and Language Technical Committee of IEEE and a member of the National Advisory Board for Medical Rehabilitation Research at NIH.

