UMCP ADVANCE: Investing in Faculty Success and Inclusive Excellence

Linda Steiner & Dawn Culpepper

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Introductions

Dr. Linda Steiner  
(she/her)  
Director, ADVANCE  
Professor of Journalism

Dr. Dawn Culpepper  
(she/her)  
Associate Director, ADVANCE  
Research Asst. Professor  
L&D
Common Scenarios

Simone is a new associate professor who worries that she will be asked to engage in a high and perhaps disproportionate amount of departmental and college service. At her previous university, she was well-liked by students and faculty; she frequently engaged in service--responsibilities that the pandemic only intensified. Although she hopes to go up for promotion to full in two years, she knows her research productivity will not be where it needs to be if she accepts all those service requests.

What can actions can Simone take to ready herself for promotion?
Noah is a teaching-focused PTK faculty member who recently incorporated a service-learning component into one of their courses. Though the course went well and most students achieved the stated learning objectives, at the end of the year, Noah’s teaching evaluations were lower compared to those received in past iterations of the course. Noah is preparing their promotion dossier, which they plan to submit next semester.

How, if it all, should Noah address this “dip” in their teaching evaluations in their dossier?
Common Scenarios

Maria is serving on a faculty search committee. As an assistant professor, she feels somewhat limited in her ability to advocate for changes in the way candidates are evaluated, but she is worried that bias is creeping into the process and therefore disadvantaging candidates of color.

What steps might Maria take to advocate for change in her department?
What Do These Scenarios Reveal about Faculty Careers?

• 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 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 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 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 2021-2022: Faculty of color; PTK Faculty; Women associate professors
- Past groups: Pre-tenure women assistant profs, faculty interested in leadership roles
Advancing Faculty Diversity (AFD)

- Year-long network of faculty of color (all genders) created to enhance agency in career advancement.
- Monthly seminars focused on peer mentoring and network building.
- Hybrid Format
- First meeting: September 14, 12:00 – 2:00 pm
- Register: https://go.umd.edu/AFD2021

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

Year-long network of full-time professional track faculty (all genders).

Monthly seminars focused on professional and career development.

Hybrid Format

First Meeting: September 24, 12:00 – 2:00 pm

Register: https://go.umd.edu/APTF2021

Katerina Thompson
Assistant Dean, Science Education Initiatives; Instructor, Biological Sciences CMNS

Sheila Lalwani
Lecturer
Department of English ARHU
Advancing Together (AT)

- Year-long network of associate professors who identify as women.
- Meets 3x a semester to discuss professional and personal development on the path to full professor.
- Virtual meetings with optional in-person sessions.
- First Meeting: September 21, 2:00 pm
- Register: [https://go.umd.edu/AT2021](https://go.umd.edu/AT2021)

Brooke Fisher Liu
Professor, Communication
Associate Dean for
Academic Standards and
Policies, The Graduate School
2. Education and Training Initiatives

Terp Allies Program

• Strategies that faculty can use to disrupt bias when they see it occur in the everyday academic workplace.

• Departments/units invite ADVANCE to conduct the workshop at a time of mutual convivence.

• Virtual, synchronous, 90 minutes.
3. Education and Training Initiatives

Inclusive Hiring Workshop (Partnership with ODI)

• Strategies for mitigating bias in faculty hiring processes.
• Workshops offered weekly in September/October (faculty choose time that works best for them).
• Virtual, synchronous and asynchronous components.
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

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<thead>
<tr>
<th>Name</th>
<th>Department</th>
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<tbody>
<tr>
<td>Colleen Worthington</td>
<td>PTK Faculty (campus-wide)</td>
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<tr>
<td>Karen Lips</td>
<td>Computer, Mathematical, and Natural Sciences</td>
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<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>Shannon Dill</td>
<td>Agriculture and Natural Resources Extension</td>
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<td>Patricia Alexander</td>
<td>Education</td>
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<tr>
<td>Amelia Arria</td>
<td>School of Public Health, Public Policy</td>
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<td>Jessica Enoch</td>
<td>Arts and Humanities</td>
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<td>Linda Steiner</td>
<td>Journalism</td>
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<tr>
<td>Ginger Zhe Jin</td>
<td>Behavioral and Social Sciences</td>
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<td>Pamela Abshire</td>
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<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
3. Advocacy and Advisory Work

Care@Work by Care.com helps you manage family care needs while accomplishing your work. The University pays the Care.com Premium Membership fee, giving you the ability to:

- Search for vetted providers
- Post a job call for regular care needs
  You pay caregiver’s rate for regular child, senior, pet, & home care.
- Access Backup Care
Back up care

Backup 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).

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/
Common Scenarios…

Noah connects with the PTK ADVANCE Professor, who provides examples of how to give context to teaching evaluations in their dossier.

Simone joins Advancing Together, where she learns concrete strategies on saying yes and no strategically to service.

Maria invites her department members to attend the Inclusive Hiring Workshop, and the committee subsequently adopts a new rubric for evaluating candidates.
How to Get Involved

• Connect with your ADVANCE Professor.
• Join a peer network.
• Attend a workshop (and invite your colleagues to join).
• Check out our website for resources, information, and research.

Contact us with ideas for strengthening our work environments to be better for ALL faculty.
Let us know if you would like to join a network next year (esp KOF)
Information, People & Resources

Dr. Linda Steiner
lsteiner@umd.edu

Dr. Dawn Culpepper
dkculpep@umd.edu

ADVANCE Office: 1402 Marie Mount Hall
www.advance.umd.edu
advance@umd.edu