Women of Color in the Academy: What’s Next?

CONFERENCE AGENDA

April 29 – May 1, 2016

Cover image: Map of Nubia III, Robin Holder. Linoleum print with stencils. University Museums, University of Delaware, Paul R. Jones Collection, gift of Robert and Joanne Mitchell, 1999 © artist or artist's estate.
FRIDAY, April 29, 2016

2:00 pm  •  Registration Opens

3:30 pm  •  Conference Opening / Welcome
   ADVANCE Staff and Conference Co-Chairs
   Dr. Carol Henderson, Vice-Provost for Diversity and Departments of
   Black American Studies and English, University of Delaware

4:00 pm  •  Keynote Address
   Dr. Gilda Barabino, Dean of Engineering, City College of New York
   “Mentoring and Career Progression for Women of Color in
   the Academy: What’s Missing?”

4:30 pm  •  Announcements and Logistics

5:00 pm  •  Red Carpet Reception

5:30 pm  •  Screening of Documentary
   Living Thinkers: An Autobiography of Black Women
   in the Ivory Tower

7:00 pm  •  Dinner
   Moderated Q&A with filmmaker Dr. Roxana Walker-Canton,
   Fairfield University
   Moderator: Dr. Sharon Neal, Department of Chemistry &
   Biochemistry, University of Delaware

8:30 pm  •  Evening Networking Reception

SATURDAY, April 30, 2016

7:30 am  •  Registration

8:00 am  •  Breakfast

8:30 am  •  Welcome: Dr. Domenico Grasso, Provost, University of Delaware
   Speaker: Dr. Karan L. Watson, Provost and Executive Vice-President,
   Texas A & M University

9:15 – 10:30 am  •  Session #1
   Panel: Faculty Women of Color: Recruitment & Retention,
   Best Practices
   Moderator: Dr. Patricia Martin-DeLeon, Department of Biological
   Sciences, University of Delaware
   Presenters: Dr. Autumn Reed, Director of UMBC-STRIDE and
   Coordinator for Faculty Diversity Initiatives ADVANCE
   Program, University of Maryland, Baltimore County
   “Fostering Institutional Mindfulness in Faculty
   Recruitment: Developing a STRIDE Team at the
   University of Maryland, Baltimore County”
   Dr. John Curtis, Director of Research, American Sociological
   Association
   “Diversifying the Faculty Pipeline in Sociology and Other
   STEM Disciplines”

Session #2
   Panel: Dialogue: Administrators – Faculty
   Moderator: To be announced
   Presenters: Dr. Christine Stanley, Vice-President and Associate
   Provost for Diversity and Department of Higher Education,
   Texas A&M University
   “Surviving and Thriving in the Face of Multiple
   Marginalities, Micro-Aggressions, and Macro-Aggressions:
   Women of Color in Predominantly White Research
   Institutions”
Dr. Valerie Hardcastle, Faculty of Philosophy, Psychology, and Psychiatry & Behavioral Neuroscience; Executive Director of UC’s ADVANCE IT, University of Cincinnati
“Rethinking Promotion and Tenure: Aligning Policies and Practice with Activities”

Dr. Ala Qubbaj, Vice Provost for Faculty Affairs and Diversity, University of Texas Rio Grande Valley
“Best Practices from ADVANCE Institutions”

Session #3
Mentoring: Lived Experience
Moderator: Dr. Maria Johnson, Department of Sociology, University of Delaware

Presenters: Dr. Jualyne Dodson, Faculty of Sociology, Michigan State University
“On Lived Mentoring Experiences: The African Atlantic Research Team”

Ms. Erica Wallace, Coordinator, Peer Mentoring and Engagement, Center for Student Success and Academic Counseling, UNC Chapel Hill
“Am I My Sister’s Keeper? The Holistic Development of Black Women in Higher Education”

10:30 – 10:45 am
Break

10:45 am – 12 noon
Session #4
Research Findings: Recruitment & Retention of Women of Color
Moderator: Dr. Yvonne Ou, Department of Mathematics, University of Delaware

Presenters: Dr. Stacie Furst-Holloway, Faculty of Psychology (Co-PI of ADVANCE IT), University of Cincinnati
“Scholarly Productivity Over Time: Implications for the Retention of Women and URM Women in STEM”
SESSIONS ON APRIL 30, 2016

Session #7

Workshop: For and With Graduate Students of Color

Moderator: Dr. Nii Attoh-Okine, Department of Civil & Environmental Engineering, University of Delaware

Presenters: Dr. Nii Attoh-Okine, Department of Civil & Environmental Engineering, University of Delaware

Dr. Kelebogile Setiloane, Department of Behavioral Health & Nutrition, University of Delaware

Ms. Silvia Galván Núñez, Doctoral Graduate Student, Engineering, University of Delaware

12 noon – 1:15 pm  • Lunch

Speaker: Dr. Joan Ferrini-Mundy, Assistant Director for Education and Human Resources, National Science Foundation

1:30 – 2:45 pm  • Session #8

Roundtable: Peer Networks

Moderator: Dr. John Koh, Department of Chemistry & Biochemistry, University of Delaware

Presenters: Dr. KerryAnn O’Meara, ADVANCE Program for Inclusive Excellence, University of Maryland

Dr. Kumea Shorter Gooden, Chief Diversity Officer, University of Maryland

“ADVANCING Faculty Diversity: The Role of Peer Networks”

Session #9

Research: Career-Life Balance and Diversity Strategies Affecting Women of Color in Academia

Moderator: Dr. Rhonda Prisby, Department of Kinesiology & Applied Physiology, University of Delaware

Presenters: Dr. Apriel K. Hodari, Eureka Scientific, Inc, Principal Investigator

“Career Life Balance for Women of Color: Experiences in Science and Engineering Academia”

Dr. Lindsay Johnson, Department of Psychology, University of Cincinnati

“Diversity Ideology in the STEM Academic Workplace”

Session #10

Roundtable on Lived Experience: Student Panel

Moderator: Dr. Pascha Bueno-Hansen, Department of Women & Gender Studies, University of Delaware

Presenters: University of Delaware students Saba Ali, Ana Vega Ambriz, Pernilla Lauren Mpasi, Jasmin Philip, Tasneem Wilson

Session #11

Workshop: Demystifying Academia for Post-Docs & Emerging STEM Scholars

Moderator: Dr. Jessica Edwards, Department of English, University of Delaware

Presenters: Dr. Autumn Reed, Director of UMBC-STRIDE and Coordinator for Faculty Diversity Initiatives ADVANCE Program, University of Maryland, Baltimore County

Dr. Renetta Garrison Tull, Associate Vice Provost for Graduate Student Development & Postdoctoral Affairs, University of Maryland, Baltimore County

“Invitation to Engage: Promising Practices for Preparing Women of Color for the STEM Professoriate”
SATURDAY, April 30, 2016

2:45 – 3:00 pm  •  Break

3:00 – 4:15 pm  •  Session #12

Roundtable: Strategies for Thriving (not merely surviving) in Academia

Moderator: Dr. Lori L. Pollock, Department of Computer & Information Sciences, University of Delaware

Presenters: Dr. Yvette Huet, Department of Kinesiology and Director, ADVANCE Faculty Affairs and Diversity Office, UNC Charlotte

Dr. Robbin Chapman, Associate Provost and Academic Director of Diversity and Inclusion, Wellesley College

“Actionable Strategies for Transforming Academic Institutions and Creating Environments where Women Faculty of Color can Thrive”

Session #13

Workshop: Using Social Media & Digital Archives to Debunk Stereotypes

Moderator: Ms. Carol A. Rudisell, University of Delaware Library

Presenter: Dr. Jameta Barlow, Faculty of Women & Gender Studies, Towson University

Dr. Barlow’s students Ruth Addisu, Ajibola Bakare, Korey Johnson, Monica Short

“Hashtagging & Debunking Stereotypes: An Intersectional, Feminist Approach Towards Diverse Representation in STEM”

Session #14

Workshop: Faculty Success Strategies for Women of Color in STEM

Moderator: Dr. Kelebogile Setiloane, Department of Behavioral Health & Nutrition, University of Delaware

Presenters: Dr. Laurie Shanderson, Associate Dean of School of Health Sciences, Stockton University
Dr. Donnetrice Allison, Departments of Communication Studies and Africana Studies, Stockton University

“Overcoming Obstacles to Find Success in STEM at Predominantly White Institutions”

4:30 – 5:45 pm  •  Poster Session and Book Signing Reception

6:00 – 7:00 pm  •  Dinner

Speaker: Dr. Saundra Yancy McGuire, Assistant Vice-President and Professor of Chemistry, Emerita, Louisiana State University

“Steer Your Own Ship: Using Metacognition for Reflective Self-Mentoring”

7:30 pm  •  Conclusion of evening; continued networking & socializing at Courtyard Newark
SUNDAY, May 1, 2016

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<td>8:30 am</td>
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| 9:00 –   | **Speaker:** Denise Sekaquaptewa, Department of Psychology, University of Michigan  
            “Social Psychological Research on Factors Shaping the Academic Climate for Women in STEM” |
| 9:45 – 10:00 am | Break                                                             |
| 10:00 – 11:00 am | **Panel:** Women of Color as STEM Researchers: Lived Experiences  
                        **Moderator:** Dr. Ala Qubbaj, Vice Provost for Faculty Affairs & Diversity, University of Texas Rio Grande Valley  
                        **Speakers:** Dr. Dawn Lott, Department of Mathematical Sciences and Director of the Honors Program, Delaware State University  
                        Dr. Cherese Winstead, Department of Chemistry, Delaware State University  
                        Dr. Andrea F. Lobo, Department of Computer Science, Rowan University |
| 11:00 am – 12 noon | Every Other Thursday Activity                                       |
| 12 noon  | Lunch                                                                 |
|          | **Speaker:** Dr. Nancy Targrett, Acting President, University of Delaware  
            “Lessons I Learned Underwater”                                        |
|          | **Closing Comments and Paths Forward**                               |
|          | **Speaker:** Dr. Margaret Andersen, Department of Sociology, University of Delaware |

Conference Program Committee

**Program Co-Chairs:**
- Dr. Sharon L. Neal, Department of Chemistry & Biochemistry  
- Dr. Anne M. Boylan, Department of History

**Program Committee Members:**
- Dr. Pascha Bueno-Hansen, Department of Women & Gender Studies  
- Dr. Erica Armstrong Dunbar, Departments of Black American Studies and History  
- Dr. Myae Han, Department of Human Development & Family Studies  
- Dr. John Koh, Department of Chemistry & Biochemistry  
- Dr. Patricia Martin-DeLeon, Department of Biological Sciences  
- Dr. John Pelesko, Department of Mathematics  
- Dr. Lori Pollock, Department of Computer & Information Sciences  
- Ms. Carol Rudisell, University of Delaware Library  
- Dr. Elaine Salo, Department of Political Science & International Relations

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