The ADVANCE Institute at the University of Delaware is holding a National Research Conference from April 29—May 1, 2016 titled, 

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

A National Research Conference, to be held at the University of Delaware, Newark, Delaware, April 29—May 1, 2016

Confirmed speakers and panelists include:
Margaret Andersen, Professor of Sociology, University of Delaware
Gilda Barabino, Dean of Engineering, City College of New York
Saundra Yancy McGuire, Assistant Vice-President and Professor of Chemistry, Emerita, Louisiana State University
Joan Ferrini-Mundy, Asst. Director for Education & Human Resources, National Science Foundation
Ala Qubbaj, Vice-Provost for Faculty Affairs, University of Texas-Pan American
Denise Sekaquaptewa, Professor of Psychology, University of Michigan
Karan L. Watson, Provost & Executive Vice-President, Texas A & M University

And filmmaker Roxana Walker-Canton, screening her film
“Living Thinkers: An Autobiography of Black Women in the Ivory Tower”

After decades of effort, based in part on studies describing how implicit assumptions, gender schemas, structural barriers, and institutional sexism limit women’s professional opportunities and initiatives to increase the number of women faculty, representation rates of women in higher education are improving.

However, the gains for women of color have been much smaller, particularly in STEM fields. For example, in 2007, women constituted 19.6% of Biological Sciences faculty at the top 100 research universities in the United States, up from less than 7% in 1980, but women of color comprised only 4.06% of women faculty in that field, and 0.8% of all Biological Sciences faculty. (Burrelli, 2008, "Thirty-three years of women in S&E faculty positions." Towns, 2010, “Where are the Women of Color?”)

Now is the time to continue 'Seeking Solutions' to the underrepresentation of women of color in academia, particularly in academic STEM, by asking, “What’s Next?” for faculty Women of Color in the Academy. What opportunities exist to collect richer data sets and apply new methods that will advance understanding of the persistence of underrepresentation in academia at the faculty level? What does research tell us about the next steps necessary to transform institutions and create positive opportunities and change for women of color in academia?
With the aim of promoting the dissemination of research that provides institutional and societal context for existing quantitative data, fostering the development and growth of collaborative research networks and moving a wider range of research into practice, the University of Delaware’s ADVANCE team, supported by a National Science Foundation Institutional Transformation grant (No. HRD 1409472) is sponsoring a major national research conference on “Women of Color in the Academy: What’s Next?” April 29—May 1, 2016.

The Program Committee seeks proposals presenting research findings and evidence-based programs to improve the recruitment, retention, and mentoring of faculty Women of Color in the Academy, particularly in STEM fields (the Sciences, including Social Sciences, Technology, Engineering, and Mathematics).

We welcome submissions from scholars in interdisciplinary fields in the sciences, humanities, and social sciences, as well as conference attendance by a wide cross-section of scholars, administrators, and other change agents.

We are particularly interested in interdisciplinary and multidisciplinary proposals that address questions such as:

- What are the most current results of observational and experimental data on the experiences of women of color in the academy?
- What are the implications of those data for women of color?
- What are the next steps needed to transform institutions, and create opportunities and positive changes in the sciences, math, engineering, and social sciences?
- Are there specific, tested, and practical approaches to minimizing racial and gender schemas, and unlearning or disrupting implicit assumptions, approaches that have the potential to enhance the academic success of women of color?
- What new approaches to understanding and changing implicit social cognition (ISC) have already proven effective?
- Are there proven “small changes, big effects” that institutions should incorporate into their recruitment and mentoring practices for women of color?
- How does the intersectional nature of women’s identities as members of racial, class, sexual, ethnic, disability, age, and other social groups shape their experiences within the academy?
- What does current research reveal about creating safe spaces for women of color in academia?
- Are there particular obstacles to the success of women of color that are unique to laboratory settings?

**Sample keywords:** women of color; intersectionality; gender schemas; race schemas; implicit social cognition (ISC); cognitive shortcuts; implicit assumptions; “unlearning” biases; “bias disrupters”; stereotype threat; the myth of meritocracy; gendered institutions; institutional transformation; sexual politics in the workspace; lived experience; outsider within; black feminist thought; structural inequality; systemic racism; gendered socialization
**Types of Submissions:** Submissions might include research presentations, panels, posters, workshops, lightning talks, or topics for roundtables (mentoring, professional development).

Click [here](#) to read more about the types of submissions.

To submit proposals, please click [here](#).

**Deadline for Proposals: September 15, 2015**

**Location:**

The University campus is located about half-way between New York City and Washington, DC, and is easily accessible via I-95, Amtrak, and by major airlines serving the Philadelphia and Baltimore-Washington International Airports. Details about the conference venue will be available on the website soon.

**References:**


