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

CONFERENCE AGENDA

APRIL 29 – MAY 1, 2016
Women of Color in the Academy: What’s Next?

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APRIL 29 – MAY 1, 2016

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

3:30 pm • Conference Opening / Welcome

Room 128

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?”

4:00 pm • Keynote Address

Room 128

Dr. Gilda Barabino, Dean of Engineering, City College of New York

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 – 9:15 am  •  Breakfast  Room 101A

Welcome  Room 101A

Dr. Domenico Grasso, Provost, University of Delaware

Speaker: Dr. Karan L. Watson, Provost and Executive Vice-President, Texas A&amp;M University

“Insights on Faculty Careers for Women of Color”

9:15 – 10:30 am  •  Session #1  Room 119

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  Room 124

Panel: Dialogue: Administrators – Faculty

Moderator: Monica M. Taylor, Vice-President for University Development and Alumni Relations, University of Delaware

Presenters: 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”
SATURDAY, April 30, 2016

Session #3  • • • • • • • • • • • • • • • • • • • • • • • • • • • • • • • • Room 125

Panel: Surviving and Thriving in the Face of Multiple Marginalities, Micro-Aggressions, and Macro-Aggressions: Women of Color in Predominantly White Research Institutions

Moderator: Dr. Christine Stanley, Vice-President and Associate Provost for Diversity, Department of Educational Administration and Human Resource Development, Texas A&M University

Panelists: Dr. Karen Butler-Purry, Associate Provost for Graduate and Professional Studies and Department of Electrical Engineering, Texas A&M University
Dr. Adrienne Carter-Sowell, Department of Psychology, Texas A&M University
Dr. Elena Castell-Perez, Department of Biological and Agricultural Engineering, Texas A&M University
Dr. Sumana Datta, Assistant Provost for Undergraduate Studies and Department of Biochemistry and Biophysics, Texas A&M University
Dr. Mark Zoran, Associate Dean for Graduate Programs, College of Science, Department of Biology, Texas A&M University

Discussant: Dr. Jyotsna Vaid, Director for Organizational Development, Research, and Equity, Office for Diversity, and Departments of Psychology and Women’s and Gender Studies, Texas A&M University

Session #4  • • • • • • • • • • • • • • • • • • • • • • • • • • • • • • • • Room 120

Mentoring: Lived Experience

Moderator: Dr. Maria Johnson, Department of Sociology, University of Delaware

Presenters: Dr. Jualynne Dodson, Department 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
SITURDAY, April 30, 2016

Session #5  Room 125

Research Findings: Recruitment & Retention of Women of Color

**Moderator:** Dr. Yvonne Ou, Department of Mathematics, University of Delaware

**Presenters:**
- Dr. Stacie Furst-Holloway, Department 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”
  - Dr. Lindsay Johnson, Department of Psychology, University of Cincinnati
  - “Rewards & Penalties: The Importance of Equal Values to the Promotion & Tenure Process”

Session #6  Room 119

Roundtable: Mentoring

**Moderator:** Dr. Myae Han, Department of Human Development & Family Studies, University of Delaware

**Presenters:**
- Dr. Kijana Crawford, Faculty of Sociology/Anthropology, Rochester Institute of Technology
- Dr. Makini Beck, Researcher, University of Rochester
  - “Towards Developing an African American Latina American Native American Formal and Informal Mentoring Network”

Session #7  Room 124

Roundtable: Research Findings on Women of Color in Engineering

**Moderator:** Dr. Rachel Davidson, Department of Civil & Environmental Engineering, University of Delaware

**Presenters:**
- Dr. Christine Grant, Department of Chemical & Biomolecular Engineering and Associate Dean of Faculty Development & Special Initiatives, College of Engineering, North Carolina State University
- Dr. Jessica DeCuir-Gunby, Department of Educational Psychology, North Carolina State University
  - “Broadening Participation through Innovations for Institutional and Educational Transformation”
SATURDAY, April 30, 2016

Session #8  Room 120

*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  Room 101A

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

“Inclusion of Women of Color in the Academy: Perspectives on an Assets Orientation from the National Science Foundation”

1:30 – 2:45 pm

Session #9  Room 120

*Roundtable: Peer Networks*

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

**Presenters:** Dr. Nicole A. LaRonde, *Department of Chemistry & Biochemistry, University of Maryland, College Park*
Dr. Willow Lung Amam, *Department of Urban Studies & Planning Program, University of Maryland, College Park*
Dr. Tara Brown, *Department of Teaching and Learning, Policy and Leadership, University of Maryland, College Park*
Dr. Mary Alice Garza, *Department of Behavioral & Community Health, University of Maryland, College Park*
Dr. Typhanye Dyer, *Department of Epidemiology & Biostatistics, University of Maryland, College Park*
Dr. Zita Cristina Nunes, *Department of English, University of Maryland, College Park*
Dr. Kumea Shorter-Gooden, *Chief Diversity Officer and Associate Vice President, University of Maryland, College Park*
Dr. KerryAnn O’Meara, *Department of Higher Education and Director, UMD ADVANCE Program*

“ADVANCING Faculty Diversity: The Role of Peer Networks”
Session #10 • Room 125

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 #11 • Room 119

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 #12 • Room 124

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”

2:45 – 3:00 pm

Break
Session #13  
**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 #14  
**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 #15  
**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”  

Poster Session and Book Signing Reception  
Lobby
### SATURDAY, April 30, 2016

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<td>6:00 – 7:30 pm</td>
<td>Dinner</td>
<td>Room 101A</td>
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|            | **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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<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tr>
<td>8:30 am</td>
<td>Breakfast</td>
<td>Room 101A</td>
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<td>9:45 am</td>
<td><strong>Speaker:</strong> Dr. Denise Sekaquaptewa, <em>Department of Psychology, University of Michigan</em></td>
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<td>“Social Psychological Research on Factors Shaping the Academic Climate for Women in STEM”</td>
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<td>9:45 – 10:00 am</td>
<td>Break</td>
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<tr>
<td>10:00 – 11:00 am</td>
<td>Sunday Session</td>
<td>Room 101A</td>
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<td><strong>Panel:</strong> Women of Color as STEM Researchers: Lived Experiences</td>
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<td><strong>Moderator:</strong> Dr. Pam Cook, <em>Principal Investigator (PI) UD ADVANCE, Associate Dean of Engineering, Unidel Professor of Mathematical Sciences, University of Delaware</em></td>
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|            | **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                                                               | Rooms 120, 121, 123 & Lobby |
| 12 noon    | Lunch                                                                                       | Room 101A      |
|            | **Speaker:** Dr. Nancy Targett, *Acting President, University of Delaware*                 |                |
|            | “Lessons I Learned Underwater”                                                               |                |
|            | Closing Comments and Paths Forward                                                          | Room 101A      |
|            | **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

Thank you to the Offices of the President and Provost for their generous support of the Conference, and to the Department of Philosophy’s Class of 1955 Fund and the Office of the Vice-Provost for Diversity for travel scholarships.

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