



# Women of Color in the Academy: What's Next?

CONFERENCE AGENDA

APRIL 29 – MAY 1, 2016



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# Women of Color in the Academy: What's Next?

## CONFERENCE AGENDA

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*
- 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”

**SATURDAY, April 30, 2016**

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. Jualynne 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”

**SATURDAY, April 30, 2016**

Dr. Lindsay Johnson, *Faculty of Psychology, University of Cincinnati*

“Rewards & Penalties: The Importance of Equal Values to the Promotion & Tenure Process”

**Session #5**

**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 #6**

**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 #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”

**SATURDAY, April 30, 2016**

**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. April 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”

**SATURDAY, April 30, 2016**

**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. Sandra 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

8:30 am • Breakfast

9:00 –

9:45 am • **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. Cheresse 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 Targett, *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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