



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

CONFERENCE AGENDA

APRIL 29 – MAY 1, 2016



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APRIL 29 – MAY 1, 2016

FRIDAY, April 29, 2016

- 2:00 pm • Registration Opens •••••
- 3:30 pm • Conference Opening / Welcome ••••• Room 128
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 ••••• Room 128
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 ••••• Room 128
- 5:00 pm • Red Carpet Reception ••••• Lobby
- 5:30 pm • Screening of Documentary ••••• Room 128
Living Thinkers: An Autobiography of Black Women in the Ivory Tower
- 7:00 pm • Dinner ••••• Room 101A
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 ••••• Lobby

SATURDAY, April 30, 2016

- 7:30 am • Registration
- 8:00 – 9:15 am • Breakfast Room 101A
- Welcome
- Dr. Domenico Grasso, *Provost, University of Delaware*
- Speaker:** Dr. Karan L. Watson, *Provost and Executive Vice-President, Texas A&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

SATURDAY, April 30, 2016

10:45 am –
12 noon

• **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”

SATURDAY, April 30, 2016

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 Mpsi, 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

SATURDAY, April 30, 2016

**3:00 –
4:15 pm**

Session #13 **Room 125**

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 **Room 119**

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, Corey Johnson, Monica Short

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

Session #15 **Room 120**

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 **Lobby**

SATURDAY, April 30, 2016

- 6:00 – 7:30 pm • **Dinner** **Room 101A**
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

- 8:30 am – 9:45 am • **Breakfast** **Room 101A**
Speaker: Dr. 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 • **Sunday Session** **Room 101A**
Panel: Women of Color as STEM Researchers: Lived Experiences
Moderator: Dr. Pam Cook, *Principal Investigator (PI) UD ADVANCE, Associate Dean of Engineering, Unidel Professor of Mathematical Sciences, University of Delaware*
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*

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