

# FWCA

FACULTY WOMEN OF COLOR IN THE  
ACADEMY NATIONAL CONFERENCE

## 5<sup>th</sup> Annual Faculty Women of Color in the Academy Conference



 VirginiaTech  
*Invent the Future*<sup>®</sup>

Dear Colleagues,

I am delighted that Virginia Tech is hosting the fifth annual Faculty Women of Color in the Academy conference. Our goal this year is to help women connect with one another, support each other, and leave empowered to continue to succeed in the academy. The national planning committee has created a dynamic program that includes professional development workshops, networking socials, and mentor development sessions customized for administrators, faculty, graduate students, and undergraduates. This year's theme Say (Her, Their, Our) Name is especially impactful and relevant given the national landscape in education, economics, and politics. Women of color need opportunities to come together to uplift one another and build lasting professional connections that will strengthen our communities.



This year's conference honors the legacy of the late Zenobia Lawrence Hikes, vice president for Student Affairs at Virginia Tech from 2005 through 2008. In her three years at the university, Dr. Hikes made many contributions to the quality of student life on campus. She is especially remembered for her leadership following the tragic events of April 16, 2007. Dr. Hikes died in October 2008 at the age of 53. The conference will commemorate her by giving the first Faculty Women of Color in the Academy award in her name.

The conference program includes a lineup of outstanding keynote speakers including Melissa Harris-Perry, Nikki Giovanni, and Henrietta Mann. The conference also continues its partnership with the National Center for Faculty Development and Diversity, founded by Kerry Ann Rockquemore. This year, the center offers two Mentoring 101 workshops for faculty and graduate student audiences. Joy Gaston Gayles, associate professor of higher education at North Carolina State University, will facilitate these workshops.

Workshops and poster exhibits prepared and delivered by our community of faculty women in the academy complement our keynotes. This year we are pleased to add a track for undergraduate women that includes a Multicultural Career Expo.

Deloitte sponsors the conference. College and university sponsors include University of Louisville, the University of North Carolina-Chapel Hill, and the University of Virginia, all Atlantic Coast Conference counterparts; as well as the University of Chicago; the University of Illinois at Urbana-Champaign; and Radford University. Colleges and units at Virginia Tech also contribute support to the event.

**Menah Pratt-Clarke**

Vice President for Strategic Affairs and  
Vice Provost for Inclusion and Diversity

## Schedule at a Glance

### Sunday, April 2

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12:00 <sup>NOON</sup> – 5:30 <sup>PM</sup>	Conference Bookstore, Upper Quad foyer
12 <sup>NOON</sup> – 12:30 <sup>PM</sup>	Opening remarks and buffet lunch
12:30 <sup>PM</sup> – 2:00 <sup>PM</sup>	Keynote: <b>Melissa Harris-Perry</b>
2:00 <sup>PM</sup> – 2:15 <sup>PM</sup>	Break
2:15 <sup>PM</sup> – 5:30 <sup>PM</sup>	Faculty Workshop: Mentoring 101 with <b>Joy Gaston Gayles</b>
2:15 <sup>PM</sup> – 3:45 <sup>PM</sup>	Concurrent Sessions: Administrative, Graduate, Undergraduate Tracks
3:45 <sup>PM</sup> – 4:00 <sup>PM</sup>	Break
4:00 <sup>PM</sup> – 5:30 <sup>PM</sup>	Concurrent Sessions: Administrative, Graduate, Undergraduate Tracks
5:30 <sup>PM</sup> – 6:30 <sup>PM</sup>	Poster Exhibit + Networking
6:30 <sup>PM</sup>	Dinner
7:15 <sup>PM</sup>	Celebration of the Life of Zenobia Lawrence Hikes & Presentation of the Inaugural Zenobia Hikes Faculty Woman of Color Award.
7:25 <sup>PM</sup>	Performance by Soulstice, Female Acapella Group
7:30 <sup>PM</sup>	Keynote: <b>Nikki Giovanni</b>
8:30 <sup>PM</sup>	Book signing: Journeys of Social Justice, Women of Color Presidents in the Academy, <b>Menah Pratt-Clarke</b> and <b>Johanna B. Maes</b> , editors

### Monday, April 3

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7:30 <sup>AM</sup> – 9:00 <sup>AM</sup>	Breakfast
7:30 <sup>AM</sup> – 8:30 <sup>AM</sup>	Poster Exhibits + Targeted Networking
8:30 <sup>AM</sup> – 9:00 <sup>AM</sup>	Morning Remarks: <b>Marisela Rosas Hemphill</b>
9:00 <sup>AM</sup> – 12:00 <sup>NOON</sup>	Multicultural Career Expo for Undergraduates
9:00 <sup>AM</sup> – 12:30 <sup>PM</sup>	Graduate Workshop: Mentoring 101 with <b>Joy Gaston Gayles</b>
9:00 <sup>AM</sup> – 10:30 <sup>AM</sup>	Concurrent Sessions: Administrative and Faculty Tracks
10:30 <sup>AM</sup> – 11:00 <sup>AM</sup>	Break
11:00 <sup>AM</sup> – 12:30 <sup>PM</sup>	Concurrent Sessions: Administrative and Faculty Tracks
12:30 <sup>PM</sup> – 1:00 <sup>PM</sup>	Buffet Lunch
1:00 <sup>PM</sup> – 2:00 <sup>PM</sup>	Keynote: <b>Henrietta Mann</b>
2:00 <sup>PM</sup>	Closing Remarks and Drawing for a complimentary 2018 registration

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## Sunday, April 2

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9:00AM – 5:00PM

### Registration

*Latham Foyer*

12:00NOON – 5:30PM

### Conference Bookstore

*Upper Quad Foyer*

Featuring publications by conference keynotes, Melissa Harris-Perry and Nikki Giovanni, as well as other faculty women of color in the academy.

12:00NOON – 12:30PM

### Lunch

*Latham Ballroom*

12:30PM – 1:30PM

### Keynote: Melissa Harris-Perry



Melissa Harris-Perry is a professor and Maya Angelou Presidential Chair at Wake Forest University, as well as the Director of the Anna Julia Cooper Center on Gender, Race, and Politics in the South, and the Executive Director of the Pro Humanitate Institute at Wake Forest University.

1:30PM – 2:00PM

### Questions

2:00PM – 2:15PM

### Break

2:15PM – 5:30PM

### **Mentoring 101: How to get what you need to thrive in the academy** (for Faculty)

Joy Gaston Gayles

*Assembly Hall*

This workshop challenges the conventional wisdom about faculty mentoring and presents a new framework to help participants re-imagine how mentoring works. All participants will map their current mentoring network, identify the pressing areas of need that are not being met, and create a plan to expand their existing mentoring network.



Joy Gaston Gayles, workshop facilitator, is a professor at North Carolina State University. Her research and writing focuses on the college student experience. Dr. Gayles participated in the NCFDD's Faculty Success Program in 2014 and has been coaching new assistant and mid-career faculty for the past year.

2:15PM – 3:45PM

Concurrent Sessions

**Administrative Track:**

**1A**

**How to plan effective, exciting, and successful events and programs**

Laurie Brogdon, Virginia Tech

*Cascades*

Event and program management are essential skills in higher education. Administrators, faculty, and student leaders are responsible for different types of programs. Often we are asked to engage with multiple constituencies: students, faculty, staff, alumni, donors, community members, board members, and to coordinate with various academic and administrative departments to deliver programs. This session will help you organize, plan, and implement events and programs that successfully meet the needs of your target audiences.

**1B**

**Mentoring women of color in the academy**

Kimberly Smith & Karen E. Sanders, Virginia Tech

*Solitude*

Seasoned faculty and administrators in higher education possess tremendous potential to impact the growth and development of those who with less professional experience when they serve as engaged and effective mentors. While this is true across all spectrums of society, the need to provide intentional mentoring experiences for women of color in the academy is vital to optimizing their professional development. This session is designed to encourage seasoned faculty and administrators of the academy to “stand in the gap” by providing both formal and informal mentoring opportunities for women of color.

**Graduate Track:**

**1A**

**“Are we there yet? How to meet your writing deadlines & get more satisfaction from your work.”**

Michelle Boyd, Inkwell Academic Writing Retreats

*Smithfield*

This workshop introduces a simple, concrete technique to help scholars more accurately determine the time required for their writing. Specifically, it teaches participants to develop a Writing Metaphor, which helps them more clearly articulate how they complete their writing, as well as the time required to do so. By teaching them to uncover their own particular process of moving through a writing project, this workshop helps scholars demystify writing, approach the work in the way that best suits them, and gain more pleasure from the act of writing--as well as its completion.

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### 1B

#### **Stand and deliver: Giving a highly competitive job talk**

Regina Dixon-Reeves, University of Chicago

*Duckpond*

The Job Talk is an essential component in the search for an academic job. Mastering the Job Talk is easy when you understand how to craft your talk in a way that showcases your strengths as a scholar, teacher, and colleague. While some female graduate students of color have access to highly effective mentors that prepare them to give a job talk, many do not. This interactive session provides participants with practical and proven strategies for delivering a successful and competitive job talk. The session covers the structure, audience, topic, content, organization, and delivery of a job talk. The session is interactive and includes small group discussions and individual reflection and journaling. At the end of the session, participants will be confident that they can craft a job talk that will give them a competitive edge.

### **Undergraduate Track:**

#### 1A

#### **Discourse about the impact of colorism on the perception of beauty, self-worth, and value in women of color**

Carrie Williams and Mary Stamps, Northern Illinois University

*Draper's Meadow*

Many women of color subscribe to the notion of not feeling good enough or having to work harder than their counterparts do. Growing up seeing the approval of women who tend to have the same “look” along with the rejection and alienation of those who do not fit that criterion perpetuates the idea that there is a need to change how we look to fit the part. This mindset begins to set the tone for what women of color think is the standard and expectation needed to reach self-fulfillment. This workshop focuses on the portrayal of women of color in social media, advertisements, television, movies and other media outlets. We will dissect the narratives developed by society: How do these messages play out in the inequities and injustices related to gender identity? What affect does it have on relationships, business affiliations, and professional associations within our community?

#### 1B

#### **Preparing to become a leader in the workplace: 7 Strategies for success**

Tamara Cherry-Clarke, Virginia Tech

*Latham DEF*

Being empowered to effectively advocate for yourself from the very beginning takes planning, guidance, and strong support systems. This workshop introduces participants to some of the reflection activities that have worked for young professionals through the years. By the end of the workshop, you will be able to identify individual goals and values, begin developing your first (workplace) destination plan, and have the tools to successfully manage your career. We will focus on specific strategies to apply now as an undergraduate, whether you are a first year student or a graduating senior. Being aware of the steps to take as early as possible is very beneficial.

3:45PM – 4:00PM

Continuous Break

*Upper Quad*

4:00PM – 5:30PM

Concurrent Sessions

**Administrative Track**

**2A**

**Mentoring across differences for female chief diversity officers**

Venessa A. Brown, Southern Illinois University Edwardsville

and Amanda Kim, St. Norbert's College

*Cascades*

This presentation highlights the relationship of two Chief Diversity Officers (CDO's) who came together in a mentoring relationship. We assert that this mentoring relationship is critical for higher education administrative positions such as CDOs where the individuals by virtue of their position and responsibilities must challenge institutional leadership to continue their diversity and inclusion efforts. For this presentation, we want to highlight the value of differences between the mentor and mentee. This difference provides a vehicle by which the specifics and nuances of diversity and inclusion work may be understood or perceived by various campuses, geographic regions, and institution type based on our personal experiences as Chief Diversity Officers.

**2B**

**WE SAY OUR NAMES and break contracts with race based trauma!**

**Neuroscience, mindfulness & yoga for women of color in the academy**

Lacretia Dye, Western Kentucky University

*Solitude*

Instances of overt and covert racism and sexism continue to exist in higher education. The impact of racism, discrimination and sexism can be traumatic. Understanding how to cope during stressful or uncertain times and finding time for personal wellness are integral for any professional's success. Reminding women of color in higher education to maintain personal and professional growth opportunities through self-care and mindfulness practices can help prevent burnout, be essential for enhancing work-life balance, and decrease attrition. In addition to discussing mindfulness and self-care, the presenters will illustrate and engage participants in basic heart, mind and body activities. Basic groundwork in race based trauma and neuroscience will be discussed as a map for understanding the benefits of heart, mind and body wellness.

**Graduate Track**

**2A**

**Career options along the academic spectrum:**

**Putting your advanced degree to work on your own terms**

Celina Chatman Nelson and Tamara Johnson, University of Chicago

*Smithfield*

This presentation is for graduate students and postdocs who want to learn more about the various options for a career in academe, and how to prepare for multiple markets. Presenters describe faculty employment trends and demographic profiles based on

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national data, provide information about the range of higher education institutional types and structures, and survey the various kinds of faculty and non-faculty roles that are available within institutions. The workshop includes opportunities for participants to reflect on what kinds of institutions and roles best fit their own values, interests, and skill sets, and to share experiences with peers to help clarify potential challenges and possibilities in their chosen career paths.

### **2B**

#### **Thriving in a strange land: Facing change, forging relationships, fashioning trust**

Geneace Williams, OLW Communications and Benedictine University

*Duckpond*

Are you challenged by the very thought of change and more change? Have you ever contemplated the traditional approaches to change? This workshop explores creative avenues for thriving in change and the “how” in leading others by embracing a new set of change values. This ideology values relationships and trust as forerunners to transformation challenging participants to re-lens change as an opportunity to reshape an uncertain future.

### **Undergraduate Track**

#### **2A**

#### **Don't touch my hair: Self-care and self-awareness as a woman of color within institutions of higher education**

Kimberly S. Springer, Mt. St. Mary's University

*Draper's Meadow*

This session explores the many facets of what it means to be a new professional in the field of higher education, while exploring the intersecting identities of being a millennial woman of color who wears their natural hair in the workplace. As women of color navigate the field of higher education, many choosing to wear their hair in its natural state. The purpose of this session is to explore how theoretical theories of racial identity and self-care can be applied to maintain the spiritual, emotional, physical and mental well-being of young, higher education professionals of color.

#### **2B**

#### **Stepping forward!**

Pamela Manning, McKendree University

*Latham DEF*

Dr. Pamela Manning is an educator that has stepped forward across the U.S. and abroad in the field of education. She has been a speech pathologist, teacher, principal and superintendent. She is a life-long learner and has now stepped into an assistant professor position in the graduate school of education at McKendree University. She has served in education in Georgia, Alabama, Virginia, California, Germany, Tennessee, Alaska and Illinois. She shares her 7 C's that promise to be valuable and needed to step into success! Come ready to be inspired and empowered through growth and change!

5:30 – 6:30PM

Poster Exhibit + Networking with Participants and Sponsors

*Latham Foyer*

6:30PM

Dinner

*Latham Ballroom*

Celebration of the life of Zenobia Lawrence Hikes  
+ Inaugural Zenobia Lawrence Hikes Award

Performance by Soulstice

7:30PM

Keynote: Nikki Giovanni



Nikki Giovanni is a world-renowned poet and University Distinguished Professor at Virginia Tech. She holds more than 20 Honorary Doctorates from colleges and universities, and is the recipient of seven NAACP Image Awards.

8:30PM

Special presentation recognizing Melissa Harris-Perry and Nikki Giovanni

Book signing: *Journeys of Social Justice, Women of Color Presidents in the Academy*, Menah Pratt-Clarke and Johanna B. Maes, editors.

## Monday, April 3

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7:30AM – 8:30AM

Poster Session and Targeted Networking

*Latham Foyer*

8:30AM – 9:00AM

Morning Remarks: Marisela Rosas Hemphill, Radford University



Marisela Rosas Hemphill is Radford University's First Lady, as well as a higher education scholar whose research has focused on college student activism, learning outcomes, and first-generation college students. She has served as the Associate Dean of Students at Harwick College and Director of Student Activities at Colgate University.

9:00AM – 12:00NOON

Multicultural Career Networking Expo

*Holtzman Alumni Center*

The expo is an opportunity for undergraduate women of color to engage and interact with employers in a variety of settings. The Expo features a career fair with recruiters, résumé reviews provided by Deloitte, and a panel of professional women already making their mark in the field.

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## Monday, April 3

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10:00<sup>AM</sup> – 11:00<sup>AM</sup>      Resume workshop with Deloitte Professionals  
*Latham DEF*

11:00<sup>AM</sup> – 12:00<sup>NOON</sup>      Panel with Professional Women across Industries  
*Latham DEF*

9:00<sup>AM</sup> – 12:30<sup>PM</sup>      Mentoring 101: How to get what you need to thrive in the academy  
(For Graduate Students)  
Joy Gaston Gayles  
*Assembly Hall*

### Concurrent Sessions

#### Faculty Track

##### 3A

#### Front Streeting: Lessons about saying her name with grace

Chelda Smith Kondo, Georgia Southern University

*Cascades*

Educational research widely neglects the effectiveness of multicultural education courses among teacher candidates of color (TCCs). This presentation explicates the experiences of six Black preservice teachers enrolled in a diversity course in order to unearth nuanced pedagogical missteps that hinder their development as students of asset pedagogies. Undergirded by the five principles of critical race theory, findings reveal that TCCs exhibit varied forms of resistance to monolithic content framing minoritized groups in the deficit. In this particular study, Front-Streeting refers to the vulnerability teachers of color experience when their minoritized identities are fetishized in diversity classrooms through an expectation of confirmed lived experiences or expert knowledge of their demographic groups. The presentation explores the general privileging of whiteness in multicultural education content and practice while challenging teacher educators to reconsider how we engage students from diverse demographic groups.

##### 3B

#### We are a circle of women engaged in courageous conversations about our struggles and successes within the academy

Andrew Ann Lee, Fort Valley State University

*Solitude*

This workshop has a two-fold objective: (1) to empower women to develop strategies that help them overcome obstacles and/or barriers that impede their successes in the Academy and (2) to help them build a powerful repertoire of communication skills for navigating, surviving and thriving in the Academy. Specifically, the workshop includes three unforgettable activities: a “Circle of Women” Exercise; the “Listening Ear/Educated Heart” Exercise; and the “I Am a Woman Finding My Authentic Voice” Exercise. Participants learn skills and strategies to take back to their institutions, organizations and communities.

## **Administrative Track**

### **3A**

#### **Recognizing what limits us: An open discussion on how to recognize and overcome personal bias**

Karena Heyward, Lynchburg College & Walden University, Ashley Huf., Flor Aparicio, and Jessica Do, Lynchburg College

*Duckpond*

Cultural competence is such an important skill to have as a professional counselor. The counseling profession emphasizes that in order to be a culturally competent counselor, you must adhere to standards of practice that include self-awareness. Once there is an awareness of personal biases, the next step is to seek out opportunities that challenge you to overcome these beliefs or to enhance your understanding of various cultural groups. The steps outlined above inform a practice that is good for all people and for all professions to follow. This is especially true for those in academia. If those of us in higher education truly want to foster a warm, welcoming, campus climate, we begin at the individual level. The presenters share with participants what the literature says about self-awareness and overcoming biased beliefs, and how we can identify and continually challenge our biases.

### **3B**

#### **Navigating the politics of identity for women of color in the academy**

Mercedes Ramirez Fernandez, Virginia Tech

*Smithfield*

The purpose of this presentation is to share evidence of the status of minority women in senior level administrative leadership careers in the academe, to offer strategies to successfully navigate the often complicated waters of higher education for women of color as well as to provide a space for discussion, sharing, and sense making with participants.

10:30AM – 11:00AM

Continuous Break

*Upper Quad*

## **Faculty Track**

### **4A**

#### **Spirit murder within the academy: recognizing, acknowledging, and healing**

Theodora Barry and ReAnna S. Roby, the University of Texas at San Antonio

*Cascades*

The presentation focuses on Patricia Williams (1987) concept of “spirit murder” inflicted upon women of color in the context of the academy. This work begins unpacking understandings of spirit murder, particularly of women of color. The presenters address spirit murder’s connections to concepts embedded in Black feminist thought, womanism, and critical race feminism. Examples of the ways in which these acts occur in the academy are discussed. This work continues with acknowledgments of the ways in which such colossal impacts teaching, research, and service for professional academics. The presentation ends with a discussion on the ways in which concepts embedded in Black feminist thought, womanism, and critical race feminism can be used to find “healing” from spirit murder.

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## Monday, April 3

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### 4B

#### **How to Avoid the Service Trap**

Maisha Akbar, Fort Valley State University

*Solitude*

This session empowers women and/or scholars of color by providing a range of wisdom “to live by,” as well as practical strategies for avoiding “the service trap,” the #1 mistake an academic can make on the tenure track. Based on a framework developed by Dr. Maisha S. Akbar, an Associate Professor of Theatre and Performance Studies, this session facilitates personal and professional development for the aspiring, upcoming or even an advanced academic who is seeking to thrive, not just survive in academia. Workshop topics include self-care, goal setting, improving academic writing, and obstacles to avoid.

#### **Administrative Track**

### 4A

#### **Revolutionizing the diversity and inclusion paradigm:**

#### **Lessons from Fannie Lou Hamer**

Karen Crozier, Fresno Pacific University

*Smithfield*

This session presents and analyzes the prevailing diversity and inclusion paradigm operating in higher education and proposes an alternative to revolutionize this paradigm. The current system has four major pitfalls: First, it avoids and/or ignores historical injustice (with a few exceptions) and trauma. Second, it maintains the existing structure and ethos of the dominant white culture while seeking to make nonwhite people groups feel welcomed to be at “the table” with white males still holding decision-making power. Third, it is incapable of moving beyond compliance to deeper systemic work. Fourth, it assumes intercultural competence or cultural intelligence is a sufficient starting point. In order to develop radical leadership and academic imagination to revolutionize the diversity and inclusion paradigm, the presenter turns to the civil and human rights leadership narrative of Fannie Lou Hamer (1917-1977). Although Hamer was not a member of the academy, she has much to teach those of us who are. Specifically, as a poor African American woman from rural Mississippi, Hamer demonstrated sound, revolutionary leadership at the local, state, and national levels.

### 4B

#### **The duality of race and gender for women of color: I’m not crazy club**

Ardella Dailey, California State University-East Bay

*Duckpond*

This session engages participants in critical conversations that use shared storytelling to understand and begin to redress some of the root causes of the interlocking systems of race and gender. Often, it is difficult to tell whether or how race or gender stereotyping operates in our professional experiences. This session proposes a discussion that examines the notion of sisterhood support for each other through informal and formal networking to mentor, coach and support each other as members of the “It’s Real and I’m Not Crazy Club.” Networks of support are crucial to scholarly development and personal health. We need to consider that networks of support can come in different forms and from different places.

12:30<sup>PM</sup> – 1:00<sup>PM</sup>

Lunch

Latham Ballroom

1:00<sup>PM</sup> – 2:00<sup>PM</sup>

Closing Keynote: Henrietta Mann



Dr. Henrietta Mann, Tsetsehestaestse (Cheyenne), is the retired founding President of the Cheyenne and Arapaho Tribal College. She was the first individual to occupy the Katz Endowed Chair in Native American Studies at Montana State University-Bozeman, where she is now Professor Emerita. In 1991, Rolling Stone Magazine named Dr. Mann as one of the ten leading professors in the nation.

2:00<sup>PM</sup>

Closing Remarks: Menah Pratt-Clarke + a drawing for a free registration to the 2018 conference. (Must be present to win.)

## Poster Presenters

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Addressing Mental Health Disparities: Scholars Committed to Opportunities in Psychological Education (SCOPE)

Apryl Alexander, University of Denver

An Examination of Counselor Education African American Women Graduate Students Experiences in a Campus Based Relational Cultural Affinity Group

Natoya Haskins, William and Mary

Black Women in the Academy Surviving Moral Injury and Stress Related Accelerated Aging

Joanne Braxton, William and Mary, and Kecia Lurie Ellick, University of Maryland

Measuring Anxiety to Intervene for Women: Exploring a Promising New Anxiety Measure

Danielle Beysolow, Temple University

Multiracial and Biracial Identity Construction Case Study

Victoria DiMartile, Centre College

The Success of Latinas in the California State University System

Sienna Abdulahad, Virginia Tech

Wellness Factors Related to the Success of Minority Female Faculty in Counselor Education Programs

Ann Shillingford, University of Central Florida

Exhibitors:

Deloitte

The PhD Project

National Academic Advising Association.

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**The University of Chicago**  
is a proud sponsor of the  
**2017 Faculty Women of Color in the Academy Conference**



“The University of Chicago's commitment to diversity is central to our mission of discovery.”

- Robert J. Zimmer, President

To learn more about efforts to promote diversity and inclusion at the University of Chicago, please see:

**[diversity.uchicago.edu](http://diversity.uchicago.edu)**

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- Preparing for a life of **COURAGEOUS LEADERSHIP**
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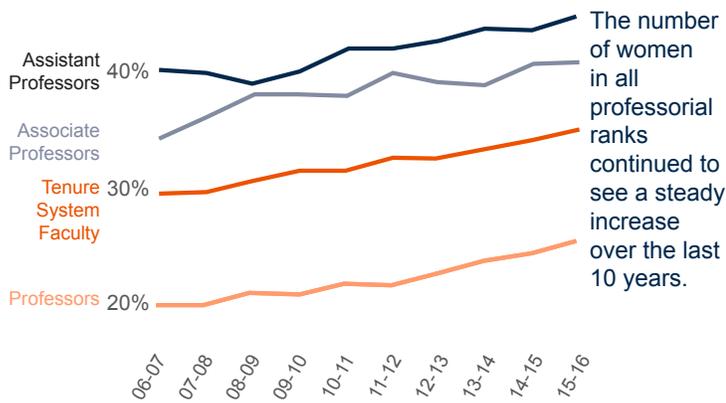


# University of Illinois at Urbana-Champaign

The Office of the Associate Chancellor for Diversity and Inclusion

[www.inclusiveillinois.illinois.edu](http://www.inclusiveillinois.illinois.edu)

## WOMEN TENURE LINE FACULTY



The University of Illinois is committed to cultivating a community of equality and diversity. Leading the way to enrich the human experience and promote excellence at Illinois, and improve the lives, education, and well-being of women across our campus community.

## SUPPORT FOR PROFESSIONAL DEVELOPMENT

### New Executive Officer leadership Series

Provides a forum in which executive officers can meet with colleagues, share experiences, and gain knowledge of pertinent on-campus resources.

### Pre-Tenure and Mid-Career Development Program

Developing the trajectory of research, teaching, and leadership activities.

### Provost's Fellows Program

Opportunities to explore the opportunities and demands of administrative careers while bringing faculty vantage points to administration.

## SUPPORT FOR WORK-LIFE BALANCE

### Same-Sex Spouse and Civil Union Partner Benefits

State of Illinois and university benefits are extended to same-sex spouse and civil union partners and children of same-sex partners of university employees.

## SUPPORT FOR DIVERSITY INITIATIVES

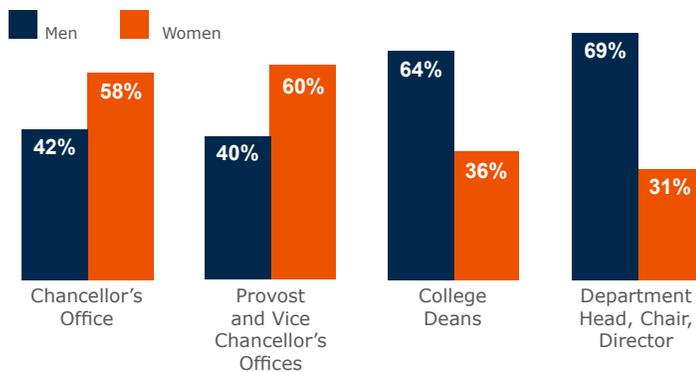
### Targets of Opportunity Program

Program provides support to units on campus to recruit outstanding faculty members who will enhance our institution's strategic goals and build on our reputation as a leading public research university.

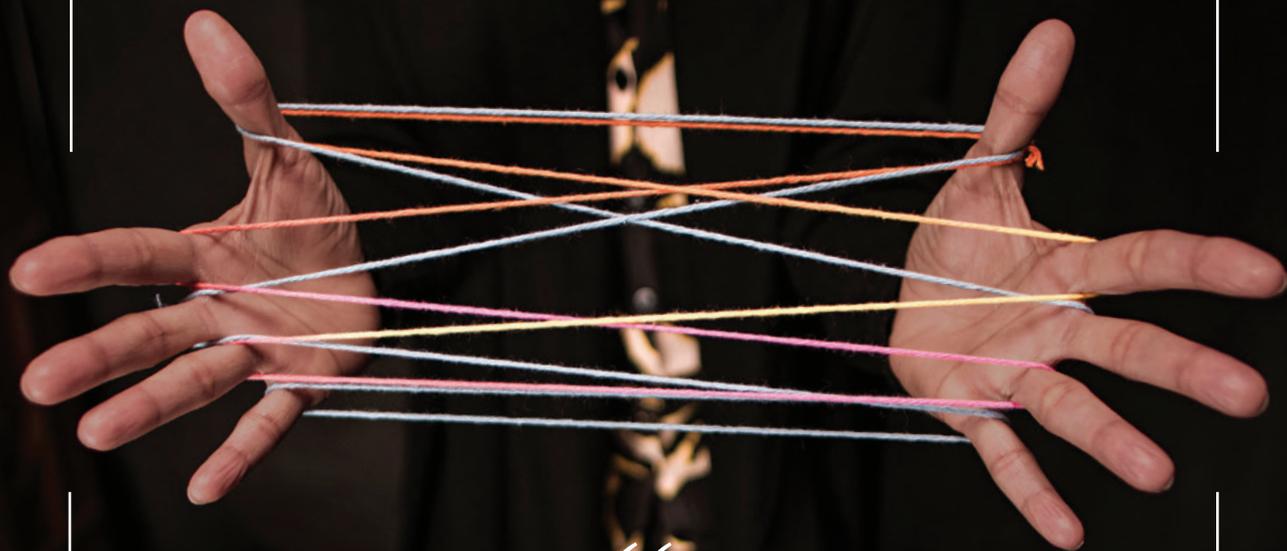
## WOMEN IN CAMPUS LEADERSHIP

Women are represented in all levels of leadership across campus. As the following data demonstrate, there is a larger number of women in some campus leadership positions.

The percentage of women deans and department heads is consistent with the percentage of women faculty.



The University of Illinois at Urbana-Champaign Congratulates Virginia Tech on Hosting the 2017 FWCA Conference



“

*We all should know*  
**THAT DIVERSITY MAKES FOR  
A RICH TAPESTRY,**  
*and we must understand that*  
**ALL THE THREADS OF THE  
TAPESTRY ARE EQUAL IN VALUE**  
*no matter what their color.*

---

MAYA ANGELOU

Carolina welcomes the rich and varied perspectives  
that create a campus where difference is celebrated.



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of NORTH CAROLINA  
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**The University of Louisville fosters a culture of inclusion, empowering all members of its campus community to achieve their highest potential.**

Our campus community combines people from different places, different circumstances and different perspectives to forge a vibrant university.

As one university, UofL offers a nurturing, distinguished learning environment that embraces women of color and other underrepresented people in research and academia.

***For more information on how UofL embraces diversity, visit [louisville.edu/diversity](https://louisville.edu/diversity).***

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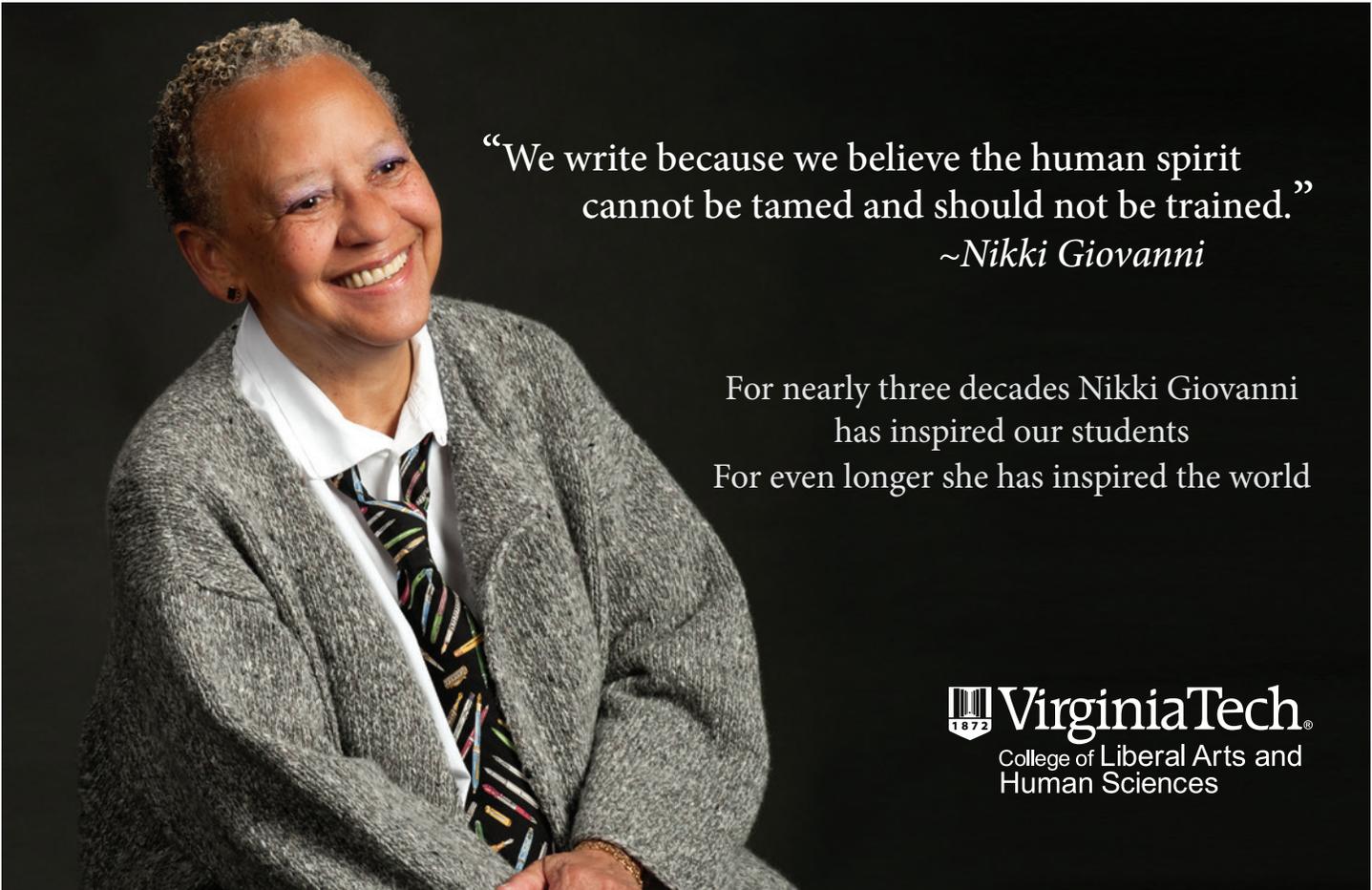


*we are*  
**ILLIMITABLE**  
*with her*

Diversity stands with ethics, integrity, and academic excellence, as a cornerstone of University culture. The University promotes an inclusive and welcoming environment that embraces the full spectrum of human attributes, perspectives, and disciplines. When people of different backgrounds come together, they exchange ideas, question assumptions (including their own), and broaden the horizons for us all. A University of Virginia community rich in diversity affords every member equal respect and provides a forum for understanding our differences as well as our commonalities.

---

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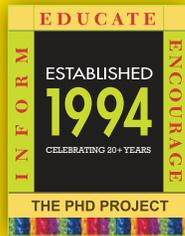
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# Ph.D.

## Three little letters.

Endless potential to  
enhance campus diversity.



Lynne Doughtie, Chairman and CEO of KPMG LLP with PhD Project faculty member Dr. Kecia Williams Smith, Virginia Tech at The PhD Project Accounting DSA in NYC this past summer.

Diversified classrooms lead to richer learning experiences, more vibrant communities, and a stronger economy. The PhD Project helps accomplish this by supporting African-Americans Hispanic-Americans and Native Americans in the pursuit of higher education and in their journey to become business professors and mentors to the next generation of business students.

The number of minority business professors in the U.S. has more than quadrupled since our founding in 1994. This year over 300 participating universities are illustrating a clear commitment to creating a diverse academic environment and have the distinct advantage of recruiting from our network of more than 1,600 minority faculty and doctoral students.

The PhD Project is also focusing on the need for diversity in administration, having found fewer than 25 African-American, Hispanic American and Native American Deans at non-HBCU business schools in the U.S. Our Project AHEAD, Achieving Higher Education Administration Diversity, encourages tenured minority faculty to explore positions in administration and provides resources, support and mentors to help members pursue this path.

**Thank you to the over 300 business schools who are dedicated to diversifying their campuses with The PhD Project.** To view a full list of participating schools, visit [phdproject.org](http://phdproject.org) and click on 'Support the PhD Project'.

Learn more about participating to The PhD Project by contacting **Bernard J. Milano** at 201.307.7662 or [bmilano@kpmg.com](mailto:bmilano@kpmg.com).

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