



FWCA

FACULTY WOMEN OF COLOR IN THE
ACADEMY NATIONAL CONFERENCE

6th Annual

Faculty Women of Color in the Academy Conference

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FACULTY WOMEN OF COLOR IN THE
ACADEMY NATIONAL CONFERENCE

Dear Colleagues,

I am delighted that Virginia Tech is hosting the sixth 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 and local planning committees have created a dynamic program focusing on career development, leadership, personal well-being, and scholar activism. Women of color need opportunities to come together to uplift one another and build lasting professional connections that will strengthen our communities.



The conference program includes a lineup of outstanding keynote speakers including **Maria Hinojosa** and **Brittney Cooper**. 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 workshop: Solo Success: How to thrive in the academy when you're the only _____ in your department, and Post-Tenure Pathways. **Rosemarie Roberts** of Connecticut College facilitates these workshops.

In response to participant requests to hear from women in leadership positions, a panel of Women of Color presidents representing diverse institutions has been organized. We are pleased to have **Dr. Nancy "Rusty" Barcelo**, former President of Northern New Mexico College, **Dr. Cynthia Lindquist**, President of Cankdeska Cikana (Little Hoop) Community College, and **Pareena G. Lawrence**, President of Hollins University. The panel will be facilitated by **Johanna B. Maes** who co-authored the book *Journeys of Social Justice- Women of Color Presidents in the Academy* with me.

Workshops and poster exhibits prepared and delivered by our community of scholars complement our keynotes. This year, we are pleased to offer a post-conference academic writing retreat led by **Michelle Boyd** of Inkwell Academic Writing Retreats.

An event of this kind is not possible without the collaborative efforts of our local and national committees, as well as our institutional sponsors. I thank them for their continued support.

Menah Pratt-Clarke

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

Schedule at a Glance

Thursday, April 5

10:30 _{AM} - 6:30 _{PM}	Conference Bookstore
11:30 _{AM}	Lunch buffet opens
12:00 _{PM}	Opening remarks
12:15 _{PM} - 1:30 _{PM}	Keynote: Maria Hinojosa
1:30 _{PM} - 2:00 _{PM}	Break
2:00 _{PM} - 5:00 _{PM}	National Center for Faculty Diversity and Development Workshop: Solo Success: How to thrive in the academy when you're the only ___ in your department
2:00 _{PM} - 3:15 _{PM}	Concurrent Sessions
3:15 _{PM} - 3:45 _{PM}	Break
3:45 _{PM} - 5:00 _{PM}	Concurrent Sessions
5:00 _{PM} - 6:30 _{PM}	Posters, Exhibits + Networking
6:30 _{PM}	Dinner
7:15 _{PM}	Presentation of the Zenobia L. Hikes Woman of Color in the Academy Award.
7:30 _{PM} - 8:30 _{PM}	Pathways to Leadership: A Panel of Presidents

Friday, April 6

7:30 _{AM} - 9:00 _{AM}	Breakfast available
7:30 _{AM} - 9:00 _{AM}	Networking circles, Latham Ballroom
8:00 _{AM} - 12:00 _{PM}	Bookstore Open
9:00 _{AM} - 12:00 _{PM}	Multicultural Career and Graduate School Networking Expo
9:00 _{AM} - 12:00 _{PM}	NFCDD workshop: Post-Tenure Pathways-How and why to chart your own path after winning tenure
9:00 _{AM} - 10:15 _{AM}	Concurrent Sessions
10:15 _{AM} - 10:30 _{AM}	Break
10:30 _{AM} - 11:45 _{AM}	Concurrent Sessions
12:00 _{PM}	Buffet Lunch
12:45 _{PM} - 1:30 _{PM}	Keynote: Brittney Cooper
1:45 _{PM}	Closing Remarks and Drawing for a complimentary 2019 conference registration
3:00 _{PM} - 5:00 _{PM}	National / Local Committee Meeting
6:00 _{PM}	Gathering for post-conference writing retreat participants

Saturday, April 7

9:00 _{AM} - 5:00 _{PM}	Post-conference Writing Retreat, Hahn Horticulture Center
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Connect.
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Thursday, April 5

9:00AM – 5:00PM

Registration in *Latham Foyer*

10:30AM -6:30PM

Conference Bookstore, *Huckleberry Room*

Featuring publications by conference keynotes, Maria Hinojosa and Brittney Cooper, as well as other women of color in the academy.

11:30PM

Lunch buffet opens, *Latham Ballroom*

Noon

Opening remarks, *Latham Ballroom*

12:15PM

Keynote: Maria Hinojosa



Maria Hinojosa is the Senior Correspondent for the Emmy Award-winning broadcast news magazine NOW on PBS. Hinojosa is also the anchor and managing editor of NPR's "Latino USA," and the anchor of her own Emmy Award-winning talk show "One on One" with Maria Hinojosa. She has won top honors in American journalism including two Emmy Awards, the Robert F. Kennedy Award for Reporting on the Disadvantaged, and the Overseas Press Club's Edward R. Murrow Award for best documentary for "Child Brides: Stolen Lives." Three times over the past decade, Hinojosa was named one of the "100 Most Influential Latinos in the United States" by Hispanic Business magazine. She received a Lifetime Achievement Award in Media by the Hispanic Organization of Latin Actors, and received the Crossing Borders Award from the Feminist Press.

1:30PM - 2:00PM

Break

2:00PM - 5:00PM

Solo Success: How to thrive in the academy when you're the only _____ in your department

Rosemarie Roberts

Assembly Hall

This workshop is designed to address the unique concerns of under-represented faculty members. Participants identify the common challenges under-represented faculty face on the tenure-track and discuss the three biggest mistakes under-represented faculty make. They will also learn specific strategies to increase their productivity, serving strategically, teaching efficiently, and building strong and healthy professional relationships.

2:00PM - 3:15PM

Concurrent Sessions

Duck Pond

Challenges in building cross-racial ally partnerships

Kimberly Carter, Assistant Professor, Southern Illinois University Edwardsville

This workshop presents the challenges of working across race to build ally partnerships. Through personal narratives, the workshop discusses barriers that interfere with developing cross race trust as well as the gifts and benefits of having an ally relationship, personally and professionally, and will provide guidelines for building a close cross-racial ally partnership.

Solitude

What I wish I knew: Navigating the terrain from dissertation to first year faculty appointment

Sabrina Tindal Cherry, DrPh, MSPH, MTS, Assistant Professor, Public Health Studies;

Maia Butler, PhD, Assistant Professor, African American Literature, University of North Carolina, Wilmington;

Yarneckia Dyson, PhD, MSW, Assistant Professor, Social Work, University of North Carolina, Greensboro.

The professional journey from All But Dissertation (ABD) to securing a faculty appointment can be challenging, complicated, convoluted, and discouraging. This presentation focuses on the perspectives of tenure-track faculty members of color who are: from different parts of the country; identified as traditional and

nontraditional students; and have appointments in the social sciences and liberal arts departments at a medium-sized university in the southeast. Geared towards those who are ABD, the workshop addresses techniques for completing your dissertation; insights on planning a successful job search; tips on phone or Skype interviews and campus visits to negotiating an offer; and first year faculty experiences. Attendees engage in dialogue and small group exercises to set realistic goals related to completing their dissertation, creating a timeline for a successful job search, and adopting best practices for securing a postdoc, faculty appointment, or comparable position after graduation.

Smithfield

Untold Stories: Asian and Pacific Islander women in leadership

Claire Oliveros, Assistant Provost;
Jennifer Sano-Franchini, Assistant Professor of English;
Deyu Hu, Associate Director of Research, Training, and Special Initiatives;
Mary Grace Campos, Director, College Access Collaborative, Virginia Tech.

In 2013, the American Council on Education (ACE) published a briefing entitled Raising Voices Lifting Leaders: Empowering Asian Pacific Islander American Leadership in Higher Education, which examined the scarcity of APIAs in administration and senior level positions. This panel presentation provides a space for APIA women faculty and administrators to share their personal and professional journey in higher education, and highlight strategies for institutions to support leadership advancement of APIA women.

Cascades

Diversifying the institution: Activism through decolonization methods at a newly Hispanic-serving institution

Rogelia Lily Ibarra, Associate Professor of Spanish, Dominican University

This session presents a philosophical model for institutional change that responds to the common challenge of having cross-cultural intellectual exchanges from an unbiased and de-colonized standpoint. The workshop specifically shares pedagogical methods and high impact practices implemented at Dominican University, a small Catholic HSI, which opposes ethnocentrism and other intersecting isms. The goal of the workshop is to share and discuss our ethos in a wider attempt to promote transgressive pedagogies that become political activism in the service of transforming institutional perspectives and students' minds.

3:15PM - 3:45PM

Break

3:45PM - 5:00PM

Concurrent Sessions:

Duck Pond

Journaling helped me through: Self-reflections of an autoethnographer

LaWanda Simpkins, James Farmer Postdoctoral Fellow in Civil Rights & Social Justice, University of Mary Washington

Self-reflection is vital to a person's forward movement. Journaling is a therapeutic way to expunge daily experiences--good or bad--that impact well-being. Sharing journal entries with others as scholarship is a small way to reclaim one's voice. This session discusses the process of journaling as an act of self-care, as well as the potential of journal writing to turn into an academic piece. Participants are encouraged to bring a journal to the session for a shared writing experience.

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Thursday, April 5

Solitude

Leadership Identities

Eugena Lee-Olukoya, Associate Dean of Students, The University of Illinois at Urbana Champaign
Medra Roberts-Southerland, Senior Diversity Specialist, The University of Illinois at Urbana Champaign

The facilitators will present on leadership identities women of color face in higher education. The workshop will explore the themes of professional philosophy and navigating the environment within an organization, essential tools and characteristics of leadership.

Smithfield

From Adjunct to Dean: Intentional pathways to professional development

Vernease Miller, Dean of Applied Health Sciences, Pfeiffer University

This workshop provides junior faculty, and post-doctoral and graduate students with insight into best practices for advancing academic careers and achieving rank promotion in higher education. Research shows that women of color and other underrepresented minorities are at considerable disadvantage for achieving rank and salary equity regardless of education and experience, especially in predominantly white institutions. This workshop focuses on challenges and disparities faced by women of color in the academy, and ways overcome or address these challenges with intentional planning, professional development, and effective coaching and mentoring. It is possible to climb the academic leadership ladder of success from adjunct to dean if you begin your career with, amongst other things, a clear end-goal in mind.

Cascades

Black women's academic activism: Re-framing and re-imagining research, teaching, and "service" as activism in a post 2015 Mizzou climate

April Langley PhD, University of Missouri;
Stephanie Shonekan Ph.D., University of Missouri-School of Music;
Cristina Mislan Ph.D., University of Missouri-School of Journalism

What is the role of the Black Intellectual in the Academy? According to the late Manning Marable, always consider "To Whom, For Whom, and To What End" as a guiding focus of research, teaching, and "service": categories of valuation that are weighted in varied ways depending on one's institution or position/status. FWCA share diverse ways to make "invisible labor" visible and valuable—professional profile and quality of life.

5:00PM - 6:30PM

Poster Exhibit + Networking with Participants and Sponsors, *Latham Foyer*

6:30PM

Dinner
Latham Ballroom

Presentation of the Zenobia L. Hikes Woman of Color in the Academy Awards

7:30PM

Pathways to Leadership: A Panel of Presidents

Facilitator: Johanna B. Maes, Instructor at the University of Colorado Boulder's School of Education's Multicultural Leadership Scholars Program and co-editor of *Journeys of Social Justice: Women of Color Presidents in the Academy*.

Panelists:



Dr. Nancy "Rusty" Barcelo,
former President of Northern
New Mexico College from
July 2010-December 2015



Dr. Cynthia Lindquist,
Ta'sunka Wichapi Win,
Star Horse Woman,
President of Cankdeska Cikana
(Little Hoop) Community College



Dr. Pareena G. Lawrence,
President of Hollins University



Johanna Maes,
Facilitator

Friday, April 6th

7:30AM - 9:00AM

Poster Session and Targeted Networking
Latham Foyer

Informal conversation circles, including:

Crazy and Brave: The Experiences of African American Mothers Raising Boys and Young Men

led by Ann Shillingford, Associate Professor, University of Central Florida
Richelle Joe, Assistant Professor of Counselor Education

Heart and Soul: Remaking Myself Through Soul Therapy

led by Marissa Dick, Lecturer, North Carolina A&T University

WEBAD: Women's Experiences as Black, Ambitious, & Degreed

led by Kecia Ellick, Graduate Student, University of Maryland-College Park

9:00AM - Noon

Holtzman Alumni Center

Multicultural Career and Graduate School Expo

Engage and interact with employers and graduate school recruiters in a variety of settings.

Short sessions include:

9:00AM - 9:50AM

Continuing to Learn: Advancing Your Education to the Next Level

Panelists: Janice Branch, Maya Azar, Luisa Burgos, Nakia Shelton

If you have already started the grad school application process or are considering continuing your education beyond your current degree, you don't want to miss this panel. During this session, you will hear from graduate school students and admissions professionals on how to start, manage, and finish your educational goals successfully.

10:00AM - 10:50AM

Closing the Deal: Best Practices for Navigating a Successful Job Search

Panelist: Jessica Jones, Virginia Department of Transportation

Should your résumé be one page or two? It's been almost a month since I interviewed, how long should I wait to follow-up? I am having trouble making it beyond the first interview, what am I doing wrong? Bring great questions that you may be too afraid to ask a recruiter. Jessica will also be sharing information about VDOT's Internship and Employment opportunities and walking students through their application system if you are interested in a position.

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Friday, April 6th

11:00AM - 11:50AM **Panel of Professionals: Woman to Woman Conversation on Getting to Your Best Self**
Panelists: Dr. Shernita Lee, Vivian Li, Dr. Mae Hey, Pat Joiner

We have all been where you are and where you are going. Hear from professionals at varying levels in their career in this very popular session. They will share their stories on how they got started in their careers, battled the common “imposter syndrome”, and are able to enjoy the journey as they travel through the world of work.

9:00AM - Noon

Assembly Hall

Post-tenure Pathfinders: How and why to chart your own path after winning tenure

Rosemarie Roberts

This workshop is for newly tenured Associate Professors to identify the challenges associated with post-tenure life and to better understand the diverse pathways that faculty members can take after winning tenure. In this workshop, we create a space where newly tenured faculty members can pause and intentionally reflect on future possibilities.

9:00AM - 10:15AM

Concurrent Sessions

Duck Pond

Lifting as we climb into brave spaces

Shanza Isom, MSW, Director of Field Education, Social Work;

Beverly Walker, M.Ed., Middle School Coordinator, Access and Inclusion, Office of the President;

BJ Bryson, PhD, MSW, Professor, Social Work, James Madison University

Black women are not a homogenous group. “Black women” is used to be inclusive of the many mutual and simultaneous identities of women of African descent inclusive of African, Caribbean, indigenous, Latin, across the gender identity or economic spectrum. To be a black woman is to move into brave spaces often knowing one will be marginalized, minimized or devalued simply for existing. This workshop assumes some knowledge of intersectionality and recognition of collective realities. We learn from each other, and thereby restore our collective nature by identifying and redefining within group dynamics rooted in our communal herstory. Activities are interactive and thought provoking, thus establishing greater support across intersections. Self-care strategies are described.

Solitude

How Black female faculty define success in the academy

Nivischi Edwards, Professor, Liberty University

This presentation shares a study conducted on the complexity of success for Black female faculty members and the challenges of navigating the journey through the professorate. Everyone wants to be successful in their chosen field and as persons with doctoral degrees, achieving further success is often challenging for Black female faculty. Gaining insight into the troubles to attain these successes for Black female faculty may be beneficial for these women and those who seek to enhance multicultural awareness.

Smithfield

Empowerment through nonhierarchical leadership: #Council Affect

Mae Hey, Post-doctoral Fellow and Tribal Liaison, Virginia Tech

Barbara Lockee, Professor and Program Leader, Instructional Design & Technology,
School of Education, Virginia Tech

Uniting thought-partners on projects allows for the enhancement of kaleidoscopic perspective and well as the collective strengthening of voice, both relevant to the success of marginalized scholars, especially when bringing the research of critical lived-experience into mainstream consciousness. The purpose of this workshop is to generate deep thinking into the benefits of shared leadership and how it can be managed.

Cascades

Using mindfulness practices for healing, empowerment, and social justice action

Kamilah Majied, Associate Professor, Howard University

This interactive session guides participants through an understanding of mindfulness techniques that can strengthen individual and community healing and resilience. This workshop also includes an overview of how contemplative practices relate to and enhance social justice work. The presenter guides participants in learning mindfulness-based interventions to improve mental health and facilitate cross-cultural conflict resolution, as well as leads them in experiential exercises that raise emotional awareness and self-management through grounding, diaphragmatic breathing, and other mindfulness techniques. The session demonstrates how mindfulness can be used to gain awareness of bias, prejudice, and discriminatory ideas and to explore personal unconscious bias.

10:15AM - 10:30AM

Break

10:30AM - Noon

Concurrent sessions

Duck Pond

"Free your mind and the rest will follow": The mind self-love, self-esteem, & self-respect.

Adrienne Pinkney, Visiting Professor, School of Education, Virginia Tech

Author Iyanla Vanzant said, "Everything that happens to you is a reflection of what you believe about yourself. We cannot outperform our level of self-esteem. We cannot draw to ourselves more than we think we are worth." We are the creators of our lives, and we can only create what we believe we deserve. In this workshop, we discover the difference between the brain and the mind so that we can mindfully create the lives we desire and deserve. Together, we explore our subconscious beliefs that limit us from experiencing all that is available in our relationships, careers, finances, health, etc.. We do a releasing and receiving guided meditation to open us to all that is possible. Get ready to change your life for the better by changing YOU!

Solitude

Embracing a scholarly identity for career advancement and success

Tara Parker, Associate Professor of Higher Education and Chair, Leadership in Education, University of Massachusetts, Boston

Women faculty of color face unique challenges in the academy: resistance to our authority in the classroom; biased scrutiny of our research agendas; and heavy service obligations. Junior or pre-tenured women faculty of color may find it particularly difficult to navigate the academy under the microscope of annual and/or major personnel reviews. In this interactive session, we discuss ways to meet these challenges. Participants build or continue to build a scholarly identity and align their research, teaching, and service. We discuss strategies to maintain that identity when presenting ourselves for hiring, tenure, and promotion. Equally important, we focus on strategies for maintaining or increasing our own job satisfaction. This session is primarily for aspiring, new and early career faculty.

Smithfield

Meet the Authors: A conversation among women who have published

This session is a conversation about writing and publishing featuring two authors: Menah Pratt-Clarke and Carmen Gimenez Smith. Pratt-Clarke's book, *A Black Woman's Journey*, is the autobiography of her mother, Dr. Mildred Sirls Pratt. Dr. Sirls Pratt grew up picking cotton in the 1930s in rural Texas as one of 8 siblings in a single parent sharecropping household, who became a full professor of social work at a time when less than 1% of Black women were full professors in the 1970s. Latinx feminist Gimenez Smith's book, *Cruel Futures*, is a witchy confessional and wildly imagistic volume that examines subjects as divergent as Alzheimers, Medusa, mumblecore, and mental illness in sharp-witted, taut poems dense with song. Chronicling life on an

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endangered planet, in a country on the precipice of profound change compelled by a media machine that produces our realities, the book is a high-energy analysis of popular culture, as well as an exploration of the many social roles that women occupy as mother, daughter, lover, and the resulting struggle to maintain personhood—all in a late capitalist America.

Cascades

Scholar fierce activism: Reverse-engineering academic privilege through engaged decolonial pedagogies and student mentorship

Adriana Ramirez de Arellano, Lecturer III in Women's Studies and Graduate Academic Advisor,
University of New Mexico

This workshop shares strategies that have proven successful in mentoring students through completion of their under-/graduate degrees and professional development in New Mexico, the second poorest state of the nation. Drawing upon my experiences as an under-/graduate student academic advisor, I share the full set of initiatives leading to various significant accomplishments, particularly regarding student mentorship in the areas of: basic academic literacy, research project design, proficient navigation of institutional resources, fiscal IQ, professional ethics, networking protocol, and career development. Mentorship Strategies apply to fellow professors in their various capacities as teachers, faculty advisors, academic mentors, administrative program supervisors, and potential funding grant recipients.

Noon

Lunch in *Latham Ballroom*

12:30PM

Keynote: Brittney Cooper



Brittney Cooper is a writer, teacher, and public speaker who believes Black feminism can change the world for the better. Cooper is Associate Professor of Women's and Gender Studies and Africana Studies at Rutgers University. She is co-founder of the popular Crunk Feminist Collective blog and a contributing writer for Cosmopolitan.com and formerly Salon.com. Her cultural commentary was featured on MSNBC's All In With Chris Hayes, Melissa Harris-Perry, Al Jazeera's Third Rail, the New York Times, the Washington Post, NPR, PBS, Ebony.com, Essence.com, TheRoot.com, and TED.com. Dr. Cooper is co-editor of The Crunk Feminist Collection (The Feminist Press 2017). She is author of *Beyond Respectability: The Intellectual Thought of Race Women* (University of Illinois Press, May 2017) and *Eloquent Rage: A Black Feminist Discovers Her Superpower* (St. Martin's, February 2018).

1:30PM

Closing remarks by Dr. Timothy Sands, President of Virginia Tech
and Conference Giveaway

3:00 - 5:00PM

Duck Pond
Local / National Conference Committee meeting

6:00PM

Duck Pond
Post-conference Writing Retreat Welcome

Michelle Boyd, Retreat facilitator and founder of Inkwell Academic Writing Retreats.

This is an opportunity for retreaters to meet one another and prepare for the following day's retreat.

Saturday, April 7

Peggy Lee Hahn Garden Pavilion

Academic Writing Retreat

Michelle Boyd, author, scholar, writing coach and retreat facilitator, and founder of InkWell Academic Writing Retreats

9:00 _{AM} - 10:30 _{AM}	Coaching Session I: Jumpstart your writing
10:30 _{AM} - 12:30 _{PM}	Writing Session
12:30 _{PM} - 1:30 _{PM}	Coaching Session II: Lunch & Learn – Managing writing barriers
1:30 _{PM} - 3:00 _{PM}	Writing Session
3:00 _{PM} - 3:30 _{PM}	Coaching Session III: Maintaining your momentum
3:30 _{PM} - 4:45 _{PM}	Writing Session
4:45 _{PM} - 5:00 _{PM}	Coaching Session III: Next Steps

Conference Chair:

Menah Pratt-Clarke, Vice President for Strategic Affairs /
Vice Provost for Inclusion and Diversity, Virginia Tech

Conference Coordinator:

Michele C. Deramo, Assistant Provost for Diversity Education,
Virginia Tech

National Committee:

Rosite K.G. Delgado, Interim Director of the Office for Equity
and Diversity, University of Tennessee at Chattanooga

Regina Dixon-Reeves, Assistant Vice Provost for Diversity
and Inclusion, University of Chicago

Loren Henderson, Assistant Professor of Sociology,
University of Maryland Baltimore County

Nicole Johnson, Eastern Carolina State University

Medra Roberts-Southerland, Senior Diversity Initiatives Specialist,
University of Illinois Urbana-Champaign

Gloria Denise Thomas, Director of Carolina Women's Center,
University of North Carolina-Chapel Hill

Local Committee:

Laurie Brogdon, Director of External Relations,
Department of Computer Science, Virginia Tech

Mary Grace Campos, Director, College Access Collaborative,
Virginia Tech

Tamara Cherry Clarke, Assistant Director, Student Affairs,
Virginia Tech

Patrice Dickerson, Director of Faculty Recruitment,
Office for Inclusion and Diversity, Virginia Tech

Michelle Harding, Assistant Professor, Department of Accounting
and Information Systems, Virginia Tech

LaRhonda Johnson, Mentorship Program Coordinator,
Career and Professional Development, Virginia Tech

Crystal C. Jefferson, Director of Engagement, Advancement,
Virginia Tech Pamplin College of Business

Qualla Ketchum, Doctoral Student, Department of Biological
Systems Engineering, Virginia Tech

Jody Thompson Marshall, Director, Multicultural Opportunities
Program, Virginia Tech

Veronica Montes, Assistant Director, Hispanic Latino Cultural
Center, Virginia Tech

Zhange Ni, Assistant Professor, Department of Religion and Culture,
Virginia Tech

Mercedes Ramirez Fernandez, Associate Vice Provost,
Office for Inclusion and Diversity, Virginia Tech

Glenda Scales, Associate Dean for Global Engagement
Chief Technology Officer, College of Engineering, Virginia Tech

Kecia Smith, Assistant Professor, Department of Accounting and
Information Systems, Virginia Tech

Jennifer Turner, Doctoral Student, Department of Sociology,
Virginia Tech

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Rosemarie Allen
Assistant Professor of Early Childhood Education





Shaping an Inclusive Future: Postdoctoral Programs

at the University of Illinois at Urbana-Champaign



The Office of the Chancellor offers a number of postdoctoral fellowships and visiting research associate positions to recruit for inclusive excellence.

- The Chancellor's Postdoctoral Fellows Program in Ethnic Studies
- The Chancellor's Diversity Postdoctoral Fellows Program
- The Illinois Distinguished Postdoctoral and Visiting Scholar Program

These programs boast a high success rate in placing postdoctoral scholars into permanent positions. Additionally, the University of Illinois has robust Targets of Opportunity and Dual Career Couples faculty hiring programs. For more information see link below.

<https://provost.illinois.edu/policies/provosts-communications/>



For more information or to submit applications contact:

Office of Diversity, Equity and Access
1004 South Fourth Street
Champaign, Illinois 61820

www.diversity.illinois.edu/drive.html
P (217) 333-0885
TTY (217) 244-9850
F (217) 244-9136

Illinois Human Resources
University of Illinois at
Urbana-Champaign
<https://jobs.illinois.edu/>

The University of Chicago
is a proud sponsor of the
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“The University of Chicago’s commitment to diversity is central to our mission of discovery.”

- Robert J. Zimmer, President

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

diversity.uchicago.edu

Or contact the Office of the Provost, at 773-795-5432



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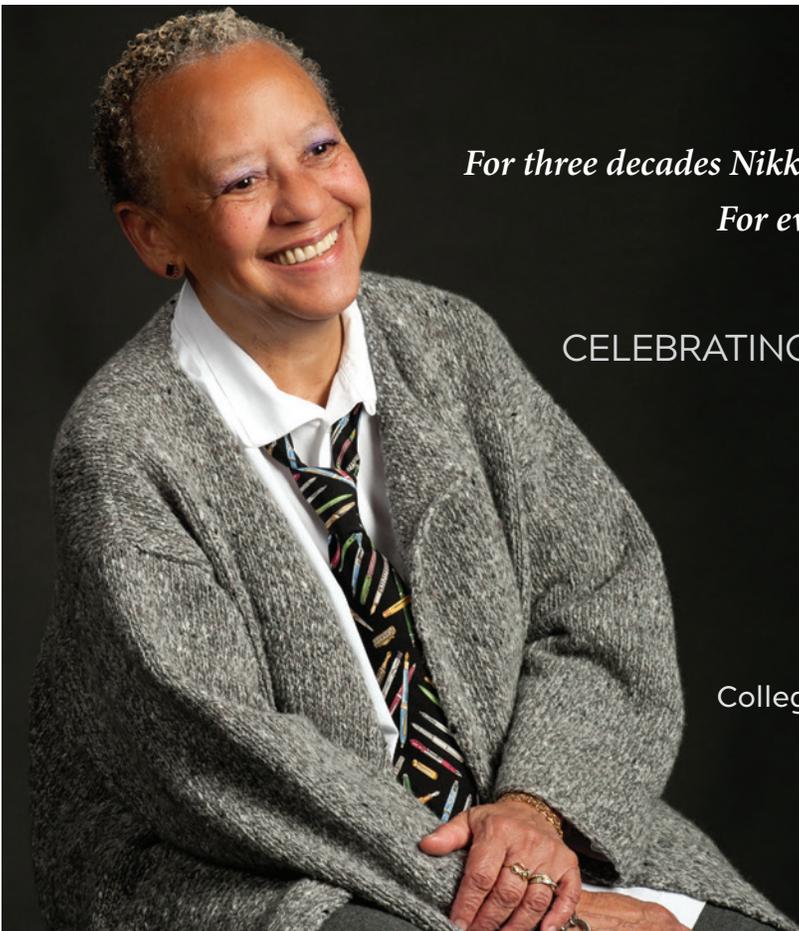
Purdue University offers an inclusive campus where faculty, students and staff are empowered to succeed. We are a top 5 public university where academic excellence is driven by diversity of thought and backgrounds. We know that strong leaders can achieve greatness only by working together. When we embrace our differences, we change the world.

We are a proud sponsor of the Faculty Women of Color in the Academy National Conference

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Purdue University is an Equal Access/Equal Opportunity University



*For three decades Nikki Giovanni has inspired our students
For even longer she has inspired the world*

CELEBRATING FACULTY WOMEN OF COLOR

College of Liberal Arts and Human Sciences





Cultivating
a **culture** where
faculty of color
can **THRIVE.**



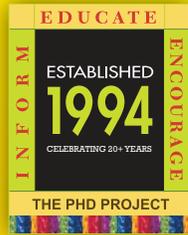
THE OHIO STATE UNIVERSITY

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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.

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 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.

Stay connected to see all we're achieving:



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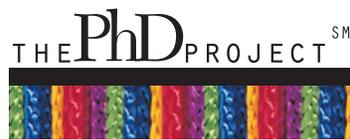
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To learn more and apply for our annual conference, visit www.phdproject.org

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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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FACULTY WOMEN OF COLOR IN THE
ACADEMY NATIONAL CONFERENCE

**7th Annual
Faculty Women of Color in the Academy Conference**

Inn at Virginia Tech and Skelton Conference Center
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