Symposium Schedule

9:00 - 9:45AM
LIGHT BREAKFAST

9:30 - 9:45AM
INTRODUCTORY REMARKS - Jennifer Linderman, Director, ADVANCE Program, Pamela Raymond Collegiate Professor of Engineering, Professor of Chemical Engineering, Professor of Biomedical Engineering, College of Engineering

WELCOME - Provost Susan M. Collins, Provost and Executive Vice President for Academic Affairs, Edward M Gramlich Collegiate Professor of Public Policy, Professor of Public Policy, Gerald R Ford School of Public Policy and Professor of Economics, College of Literature, Science, and the Arts

9:45 - 10:45AM
KEYNOTE
Faculty Hiring and Epistemic Gate keeping — Implications for Equity
Leslie Gonzales, Associate Professor, Faculty Excellence Advocate, College of Education, Michigan State University

10:45 - 11:00AM
BREAK

11:00AM - 12:00PM
U-M ADVANCE: A 20-Year Perspective
Abby Stewart, Sandra Schwartz Tangri Distinguished University Professor of Psychology and Women's and Gender Studies
We are They: And Other Principles for Advancing Faculty Diversity for Cultural Transformation
Tabbye Chavous, Professor of Psychology, Director, National Center for Institutional Diversity, Associate Dean for Diversity, Equity and Inclusion, College of Literature, Science, and the Arts and the Professors of Education, School of Education

12:00 - 12:30PM
LUNCH

12:30 - 1:30PM
KEYNOTE
Equity-Minded Workloads by Design
KerryAnn O’Meara, Professor of Higher Education and Distinguished Scholar Teacher, University of Maryland

1:30 - 1:45PM
BREAK

1:45 - 3:15PM
SHORT TALKS AND MODERATED PANEL
Leveraging U-M Expertise: Successes, Challenges, and Next Steps
Deborah Rivas-Drake (Moderator), Stephanie Johnson Rowley, Collegiate Professor of Education, Associate Director, ADVANCE Program, Professor of Psychology, College of Literature, Science, and the Arts and Professor of Education, School of Education
Voice, Vision, and Identity: Researching African American Faculty
Alford Young Jr., Arthur F Thurnau Professor, Edgar G Epps Collegiate Professor of Sociology, Chair, Department of Sociology, Professor of Sociology, Professor of Africana and African Studies, Associate Director, Center for Social Solutions, College of Literature, Science, and the Arts and the Professors of Public Policy, Gerald R Ford School of Public Policy
Research, Advocacy, and Action For Faculty Equity in Academic Medicine: The Many Advances We Owe to ADVANCE
Reshma Jagsi, Newman Family Professor of Radiation Oncology, Director of the University of Michigan Center for Bioethics and Social Sciences in Medicine (CBSSM) and Professor of Radiation Oncology, Medical School
Leading Diverse and Inclusive Teams
Lindy Greer, Associate Professor of Management and Organizations and Faculty Director of the Sanger Leadership Center
Constructing Strugglers: How Institutional Rhetoric Undermines Tenure and Promotion for Women and People of Color
Stephanie Fields, University Diversity and Social Transformation Professor, Professor of Psychology, College of Literature, Science, and the Arts and Faculty Associate, Research Center for Group Dynamics, Institute for Social Research, Founding Director of Research for Indigenous Social Action and Equity Center at U-M

3:15 - 3:30PM
CLOSING REMARKS - Isis Settles, Professor of Psychology, Africana & African Studies, and Women's and Gender Studies (by courtesy), Associate Director, ADVANCE Program

3:30 - 5:00PM
ADVANCE@20 CELEBRATORY RECEPTION

March 25, 2022
Lindy Greer is a fellow of the Association of Psychological Science. She has been used across the country to eliminate racist mascots in schools and sports domains. She also testified before for the U.S. Senate Committee on Indian Affairs regarding the psychological effects of using Native Peoples as mascots — a testament to her advocacy and expertise in the field.

Dr. Tabbye Chavous is past director of the Women’s Studies Program and the Institute for Research on Women and Gender, as well as an American Council on Education (ACE) Fellow, and author of many academic articles and books, she is coauthor with Leslie Gonzales and Karina Tangri of The Minds of Marginalized Black Men: The Social Utility of Race-Focused Scholarship. Among other recognitions, she was the first director of UM ADVANCE from 2002 to 2016. She has a Ph.D. in Psychology and Women's and Gender Literature, Science, and the Arts, and a Distinguished Professor of Education and Psychology Literature, Science, and the Arts, and a Tangri Distinguished University Professor at the University of Michigan. She is also a member of the Board of Directors of the American Society of Radiation Oncology (ASTRO).

KerryAnn O’Meara is a 2021-2022 American Council on Education (ACE) Fellow, and author of many academic articles and books, she is coauthor with Leslie Gonzales and Karina Tangri of The Minds of Marginalized Black Men: The Social Utility of Race-Focused Scholarship. Among other recognitions, she was the first director of UM ADVANCE from 2002 to 2016. She has a Ph.D. in Psychology and Social Relations from Harvard University. She is also a member of the Board of Directors of the American Society of Radiation Oncology (ASTRO).

Leslie Gonzales is a professor of education and psychology at Michigan State University. Leslie's work focuses on the disciplinary, departmental, and professional power that organize faculty work, their historical and contemporary relations of inequality, and interventions to recruit and retain culturally and socioeconomically diverse faculty. She is past director of the Women’s Studies Program and the Institute for Research on Women and Gender, as well as an American Council on Education (ACE) Fellow, and author of many academic articles and books, she is coauthor with Dr. Tabbye Chavous and Karina Tangri of The Minds of Marginalized Black Men: The Social Utility of Race-Focused Scholarship. Among other recognitions, she was the first director of UM ADVANCE from 2002 to 2016. She has a Ph.D. in Psychology and Women's and Gender Literature, Science, and the Arts, and a Distinguished Professor of Education and Psychology Literature, Science, and the Arts, and a Tangri Distinguished University Professor at the University of Michigan. She is also a member of the Board of Directors of the American Society of Radiation Oncology (ASTRO).

Dr. Chavous' research focuses on identity development among adolescents and emerging adults; achievement motivation— including relationships among students' racial/ethnic background, academic performance, and family processes — including relationships among students' racial/ethnic background, academic performance, and family processes. She is also interested in the impacts of school/campus climates on students' academic, social, and emotional well-being, and in the social utility of race-focused scholarship. Among other recognitions, she was the first director of UM ADVANCE from 2002 to 2016. She has a Ph.D. in Psychology and Women's and Gender Literature, Science, and the Arts, and a Distinguished Professor of Education and Psychology Literature, Science, and the Arts, and a Tangri Distinguished University Professor at the University of Michigan. She is also a member of the Board of Directors of the American Society of Radiation Oncology (ASTRO).

Reshma Jagsi, MD, PhD, is the 2021-2022 American Council on Education (ACE) Fellow, and author of many academic articles and books, she is coauthor with Leslie Gonzales and Karina Tangri of The Minds of Marginalized Black Men: The Social Utility of Race-Focused Scholarship. Among other recognitions, she was the first director of UM ADVANCE from 2002 to 2016. She has a Ph.D. in Psychology and Social Relations from Harvard University. She is also a member of the Board of Directors of the American Society of Radiation Oncology (ASTRO).