

Faculty Women Of Color In The Academy National Conference

Virtual Event
APRIL 9-11,
2021



Dr. Bettina Love



Dr. France Córdoba



Keynote Speakers:
Dr. Bettina Love
Dr. France Córdoba



CONNECT. SUPPORT. EMPOWER.

2021 Faculty Women Of Color In The Academy National Conference

Dear Colleagues,

I am delighted that Virginia Tech is hosting the ninth annual Faculty Women of Color in the Academy Conference. We aim to help women connect, support each other, and leave empowered to continue to succeed in the academy. The national planning committee has created a dynamic program with keynotes, workshops, and networking sessions. This is an opportunity for women of color to come together to uplift one another and build lasting professional connections that will strengthen our communities.



We are excited about this year's virtual program presented on the CVENT Crowd Compass platform. Our 2021 lineup includes an assortment of dynamic speakers, workshops, panels, and much more! Look forward to three days of diverse workshops based on our conference tracks: Career Development, Leadership, Personal Well-Being, and Scholar Activism. Get excited for Saturday's two keynote speakers: Dr. Bettina Love and Dr. France Cordova.

In response to requests for more sessions about women in leadership positions, we are once again offering a panel of Women of Color presidents representing diverse academic institutions. We are pleased to have Dr. Ana Mari Cauce, University of Washington; Dr. Francine McNairy, President Emeritus of Millersville University; and Dr. Astrid S. Tuminez, Utah Valley University as panelists.

Workshops and posters prepared and delivered by our community of scholars complement our keynote speakers. Once again, we are pleased to offer a pre-conference academic writing retreat led by Dr. Michelle Boyd of Inkwell Academic Writing Retreats.

An event of this kind is not possible without the collaborative efforts of our conference planning team, as well as our institutional sponsors. The 2021 Platinum Sponsors include: Butler University, Clemson University, Emory University, James Madison University – Center for Faculty Innovation, New York University, Oklahoma State University, Tulane University, University of Alabama, University of Chicago, University of Georgia, University of Tennessee Chattanooga, University of Tennessee Knoxville College of Social Work, and Virginia Tech – Pamplin College of Business.

We also have received incredible support from our gold, silver, and bronze sponsors, as well. This conference would not be possible without the support of institutions across the country. I am grateful to each institutional sponsor and to each of you for taking time to attend this conference.

Thank you so much,

A handwritten signature in blue ink, appearing to read 'Menah Pratt-Clarke'.

Menah Pratt-Clarke

Vice President for Strategic Affairs and Diversity, Virginia Tech

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2021 Faculty Women Of Color In The Academy National Conference

Friday, April 9

- 8:00 am - 5:00 pm **Poster Exhibition & On-Demand Workshops**
- 1:00 pm - 4:00 pm **Academic Writing Retreat**
Dr. Michelle Boyd of InkWell Academic Writing Retreats
- 5:00 pm - 6:00 pm **Conference Kick-Off**
Featuring Building Re-Flexibility and Community of Strength Through Yogic Movement
Dr. Pallavi Chhabra
- 6:00 pm - 7:00 pm **Pre-Conference Networking Happy Hour**

Saturday, April 10

- 8:00 am - 5:00 pm **Poster Exhibition & On-Demand Workshops**
- 8:00 am - 9:00 am **Personal Well-Being Hour**
But First! Self-Care: Creating A Radical Shift in Planning Your Day
Dr. Phylicia Taylor & LaTanya White
- Having What Matters: Financial Challenges and Opportunities for Women of Color**
Judy Polyne
- 9:00 am - 10:00 am **Leadership Hour**
What you see, 3's: Color, Competencies, Character
Dr. Amelia Hart
- Tapping into the Power of WOC Leadership: Legacy, Strategies for Success and Advancement in Higher Education**
Dr. Karen Jackson-Weaver
- 10:00 am - 11:00 am **Career Development Hour**
When No is Better than Yes: How to Negotiate for What You Want While Maintaining Important Relationships and Remaining Sane.
Michele Williams
- Taming the Full Bull: Strategies to Battle Gender Inequity in the Academy**
Dr. Erin Lynch

2021 Faculty Women Of Color In The Academy National Conference

Saturday continued

11:00 am - 12:00 pm **Scholar Activism Hour**

Re-imagining the WOC Academic: Lessons from a Pandemic/Social Justice Moment

Dr. Monet Roberts

“Shake What Your Mama Gave You”: WOC Faculty Using Our Positionality to Shake Up the World

Dr. Denise McLane-Davison & Dr. Kimberly Hardy

12:00 pm - 12:30 pm **Opening Performance**
Angela's Pulse

12:30 pm - 1:45 pm **Opening Keynote: Dr. Bettina Love**



Dr. Bettina L. Love is an award-winning author and Associate Professor of Educational Theory & Practice at the University of Georgia. She is one of the field's most esteemed educational researchers in the areas of how anti-blackness operates in schools, Hip Hop education, and urban education. Her work is also concerned with how teachers and schools working with parents and communities can build communal, civically engaged schools rooted in intersectional social justice for the goal of equitable classrooms.

For her work in the field, in 2016, Dr. Love was named the Nasir Jones Hip Hop Fellow at the Hutchins Center for African and African American Research at Harvard University. She is also the creator of the Hip Hop civics curriculum GET FREE. In April of 2017, Dr. Love participated in a one-on-one public lecture with bell hooks focused on the liberatory education practices of Black and Brown children. In 2018, Georgia's House of Representatives presented Dr. Love with a resolution for her impact on the field of education.

Dr. Love is a sought-after public speaker on a range of topics, including: antiblackness in schools, Hip Hop education, Black girlhood, queer youth, Hip Hop feminism, art-based education to foster youth civic engagement, and issues of diversity and inclusion. In 2014, she was invited to the White House Research Conference on Girls to discuss her work focused on the lives of Black girls. In addition, she is the inaugural recipient of the Michael F. Adams award (2014) from the University of Georgia. She has also provided commentary for various news outlets including NPR, The Guardian, and the Atlanta Journal Constitution.

She is the author of the books *We Want To Do More Than Survive: Abolitionist Teaching and the Pursuit of Educational Freedom* and *Hip Hop's Li'l Sistas Speak: Negotiating Hip Hop Identities and Politics in the New South*. Her work has appeared in numerous books and journals, including the *English Journal*, *Urban Education*, *The Urban Review*, and *Journal of LGBT Youth*. In 2017, Dr. Love edited a special issue of the *Journal of Lesbian Studies* focused on the identities, gender performances, and pedagogical practices of Black and Brown lesbian educators.

<https://bettinalove.com/about>

2021 Faculty Women Of Color In The Academy National Conference

Saturday continued

1:45 pm - 2:30 pm **Networking Lunch Break**

2:30 pm - 4:00 pm **President's Panel**



Dr. Ana Mari Cauce
President
University of Washington



Dr. Francine McNairy
President Emeritus
Millersville University



Dr. Astrid Tuminez
President
Utah Valley University

4:15 pm - 5:00 pm **Closing Keynote: Dr. France Córdoba**



Dr. France Córdoba was born in Paris, France, the eldest of twelve children. Her mother was Irish-American and her father was Mexican-American. Over the course of her career, Córdoba has served as a leader in science, higher education, and government. After earning a bachelor's degree from Stanford University, she continued her studies at Caltech, where she graduated with a PhD in physics. Córdoba went on to work at Los Alamos National Laboratory before joining The Pennsylvania State University as a faculty member and the head of the department of astronomy and astrophysics. From 1993 to 1996, she was NASA's chief scientist; at the time, she was the youngest person to hold the position and the first woman to do so. Upon leaving the space agency, Córdoba returned to higher education, serving as vice chancellor for research and professor of physics at University of California, Santa Barbara; chancellor and distinguished professor of physics and astronomy at University of California, Riverside; and president of Purdue University, as the first woman to lead the institution. She was named one of the 80 Elite Hispanic Women by Hispanic Business Magazine. In 2014, Córdoba was appointed by President Obama to lead the NSF, where she oversaw an \$8.3 billion enterprise and established initiatives promoting scientific discovery, technological innovation, and STEM education until March, 2020.

5:00 pm - 5:30 pm **Zenobia L. Hikes Woman of Color in the Academy Awards & Closing FWCA Selection Committee**

5:30 pm - 6:00 pm **Final Performance**
Angela's Pulse

6:00 pm - 7:00 pm **Conference Social: Cocktails & Conversations**

APRIL 9-11, 2021

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2021 Faculty Women Of Color In The Academy National Conference

Sunday, April 11

8:00 am - 5:00 pm **Poster Exhibition & On-Demand Workshops**

10:00 am - 2:00 pm **Live Workshops**

Round 1 Live Workshop: 10:00 am EST

- Career Development **Creating and Navigating Mentoring Relationships: Centering the Empowerment of Diverse Voices**
Dr. Cerise L. Glenn
- Leadership **Alleviating Compassion Fatigue: Tools for Teaching in Tumultuous Times**
Dr. Sandra L. Guzman Foster, Dr. Deepti Kharod, & Dr. Joan Labay-Marquez
- Personal Well-Being **Bringing your “M.A.G.I.C.” Back: Balancing the Virtual Classroom and Self care**
Dr. Y. Falami Devoe
- Scholar Activism **When Deaf and Hearing Women of Color in the Academy Collaborate: Signing Sisterhood and Documenting History**
Dr. Sandra Jowers-Barber
- Personal Well-Being **Motherschooling in the Academy**
Dr. Jenaka Lewis, Dr. Tehia Glass, Dr. Kaja Dunn, Dr. Kendra Jason, & Dr. Candace Brown

Round 2 Live Workshop: 11:00 am EST

- Career Development **From Here to There: Mapping Your Skills and Experiences for Successful Job, Career, or Education Transition**
Dr. Africa Hands
- Leadership **COVID-19 Crisis Communication Challenges, Course Comments, Considerations, and Call for C-Change**
Dr. Marie Allsopp
- Personal Well-Being **We Matter: Navigating Life in Academia as an Educator of Color**
Dr. Tameka Grimes & Dr. Marsha Rutledge
- Scholar Activism **Triple Threat: New Women of Color in the Academy**
Kinda Abdus-Saboor, Esq., Dr. Violette Cloud, Lysette Romero Cordova, Esq., Sherley Cruz, Esq., & Veroniza C. Gonzales-Zamora, Esq.
- Personal Well-Being **Self Reflexive Practices to Develop Self-Efficacy and Promote Existential and Spiritual Wellbeing**
Dr. Karen Foli & Dr. Nasreen Lalani

2021 Faculty Women Of Color In The Academy National Conference

Round 3 Live Workshop: 12:00 pm EST

- Career Development **Opportunities for Engagement with Overseas Institutions Through the Fulbright Specialist Program**
Dr. Amirah Nelson
- Leadership **Decolonizing the Self as an Immigrant: A Deanship Journey**
Dr. Mary Anne Alabanza Akers
- Personal Well-Being **Burnout Prevention Strategies for Professor Mamas**
Dr. Keisha Paxton
- Scholar Activism **Respectability Politics: Kamala Harris, Cardi.B, and Meghan the Stallion**
Dr. Felecia Harris
- Personal Well-Being **Heart Posture: More than Steps, Self-Care, and Strategies**
Dr. Sabrina Cherry

Round 4 Live Workshop: 1:00 pm EST

- Career Development **Letters from the Editor: Ideas and Insights for and Effective Scholarship Strategy**
Kimberly Hardy & Tanya Smith Brice
- Leadership **Supporting the Advancement of Black Women in the Academy: What a Twitter Chat Revealed**
Dr. Narketta Sparkman-Key & Dr. Deanne Canford-Wesley
- Personal Well-Being **Making Time to Reflect and Laugh: Practical Ways to Dulcify Everyday Anxieties**
Dr. Cynthia Nicholson & Dr. Denelle Wallace
- Scholar Activism **Dismantling the Status Quo: Women, Communication, and Civic Action**
Dr. Tiffany J. Bell, Dr. Carolyn Calloway-Thomas, Dr. Tina Harris, Mzilikazi KonÁ, & Dr. Eddah M. Muttua
- Career Development **Daunting and Isolating: A Case Study Assessing Equity in Promotion and Tenure for Latina Faculty**
Monica Montoya & Anna Nelson

On Demand Workshops (Friday - Sunday)

- Career Development **Writing a Killer Faculty Application**
Ronke Olabisi & Anna Nelson
- Scholar Activism **Data and Strategies: Recruiting and retaining Women of Color Faculty**
Karen Jackson, Anna K. Lee, Maya Corneille, & Babby Banks
- Scholar-Activism and the Academy: Using Media Scholarship and Content to Create Social Change**
Nsenga Burton, Dr. Beretta Smith-Shomade, Dehanza Rogers, & Dr. Tina Harris

Poster Exhibition (Friday - Sunday)

Lifting as You Climb, The Power of Mentoring

Lilcelia Williams

Managing Mental Health and Wellness as a FWOC During the Days of COVID-19

Dr. Tiffany Stoner-Harris & Dr. Asabi Dean

UNLV Libraries' Peer Mentor Cohort: A Model for Successful Allyship and Support Amongst Women Faculty

Ruby Nugent

Conference Leadership

Menah Pratt Clarke, *Conference Founder*

Erica Cooper, *2021 Conference Director*

Chatrice Barnes, *2021 Conference Co-Director*

National Committee

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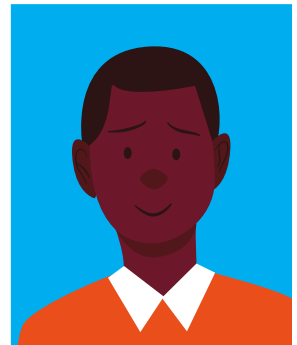


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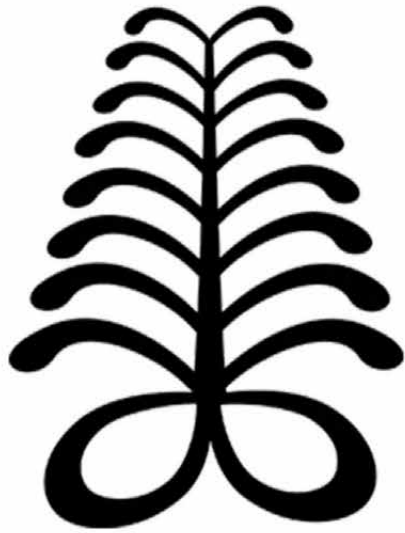
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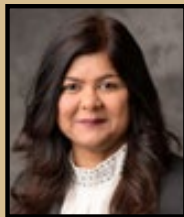
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#9 among mechanical engineering graduate programs in public institutions

- US NEWS & WORLD REPORT, 2020

#10 among mechanical engineering undergraduate programs in public institutions

- US NEWS & WORLD REPORT, 2020



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- College of Education.
- College of Engineering, Computing and Applied Sciences.
- College of Science.



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UNDERGRADUATE STUDENTS

5,538

GRADUATE STUDENTS

16:1

STUDENT-TO-FACULTY RATIO

COURSES

80+

MAJORS

80+

MINORS

130+

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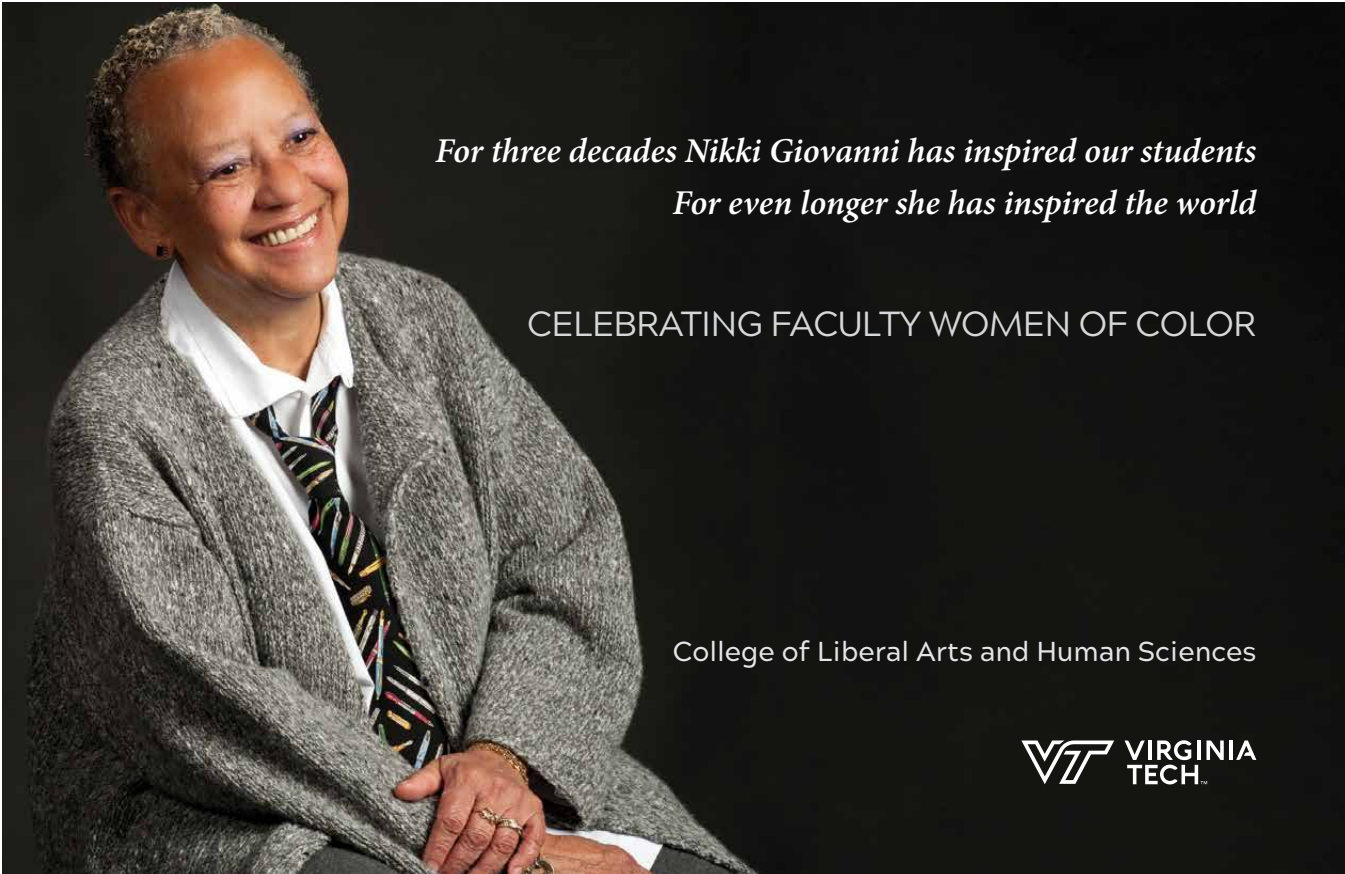
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Age	Blacks/African American	Hispanic
35-34	25000	320
35-44	32978	220
45-54	14523	834
Total	72501	3354



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Dr. Phylcia Taylor, Professor of Management at Florida A&M University. Dr. Taylor received her PhD from Jackson State University in 2020.

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Pearl Dowe. An expert on African American women's political ambition and public leadership, she is on the advisory board of the Kamala Harris Project.

Tayari Jones. Her most recent novel, *An American Marriage*, won an NAACP Image Award and appeared on Barack Obama's summer reading list and year-end roundup.

Zanthia Wiley. She is an infectious disease specialist working tirelessly to ensure that underrepresented communities have the information they need to trust getting the COVID-19 vaccine.

That's the short list. Take a deeper look at the depth of Emory's faculty.

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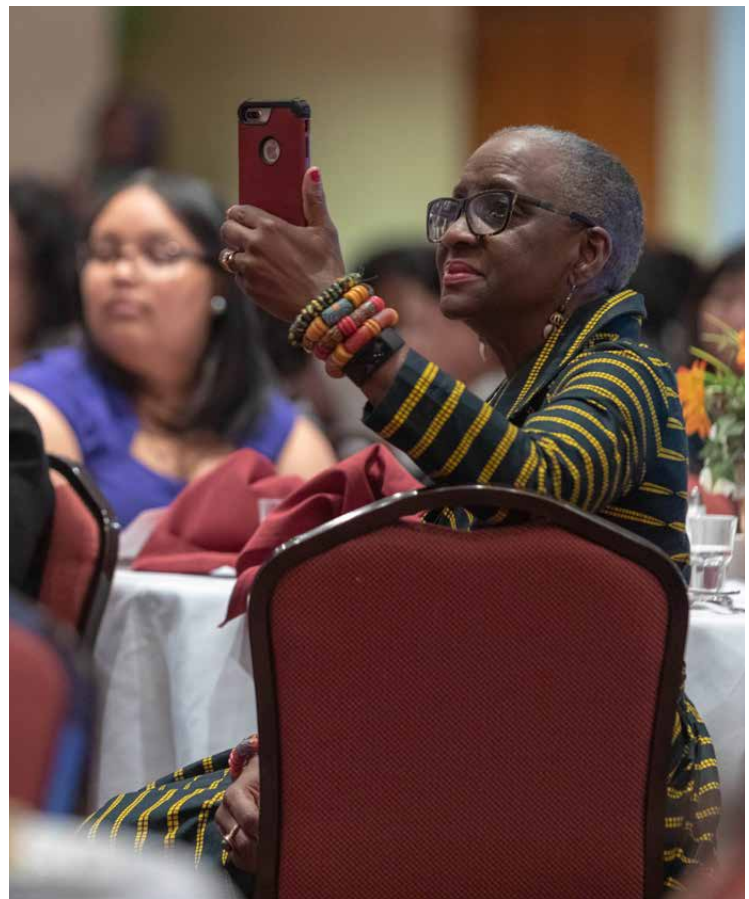
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Recognizing and appreciating the value of diversity and cross-cultural understanding is critical to the University of Georgia's mission. For seven consecutive years, we have been recognized for our efforts to provide an inclusive, welcoming environment for our entire campus community.

There's more work to be done, and we're committed to doing it.

news.uga.edu/diversity



UNIVERSITY OF GEORGIA





Excellence & Equity

Institutions of higher education have the power to transform lives. At Tulane, this begins by making our academic community a more inclusive and supportive home for all. Equity, diversity, and inclusion are hallmarks of a great university committed to creating a more equitable and inclusive future. This is the university Tulane aspires to be. We have made progress toward this goal in recent years, but we must do more - much more.

Meaningful change will require the engagement and contributions of all Tulanians- each of us is challenged to address our behaviors, practices and systems. Our progress requires us to be humble, open-hearted and willing to learn from the past mistakes and indifference to build a better tomorrow. Regardless of our skin color, our socioeconomic background or other perceived differences, we have a shared destiny, common humanity, and a better future that we can only reach by working together.



Anneliese Singh serves as Associate Provost for Faculty Development and Diversity/Chief Diversity Officer at Tulane University and is a Professor in the School of Social Work and has a joint appointment in the

Department of Psychology. Dr. Singh's research and advocacy explores the resilience, trauma, and identity development experiences of queer and trans people, with a focus on young people and BIPOC people. Anneliese is the author of *The Queer and Trans Resilience Workbook* and *The Racial Healing Handbook*.

WE CELEBRATE

each physician, faculty member and student who make our organizations better places to learn and practice.



AT VTCSOM AND CARILION CLINIC,
*everyone is welcomed, respected,
supported and valued.*



WINSTON-SALEM
STATE UNIVERSITY

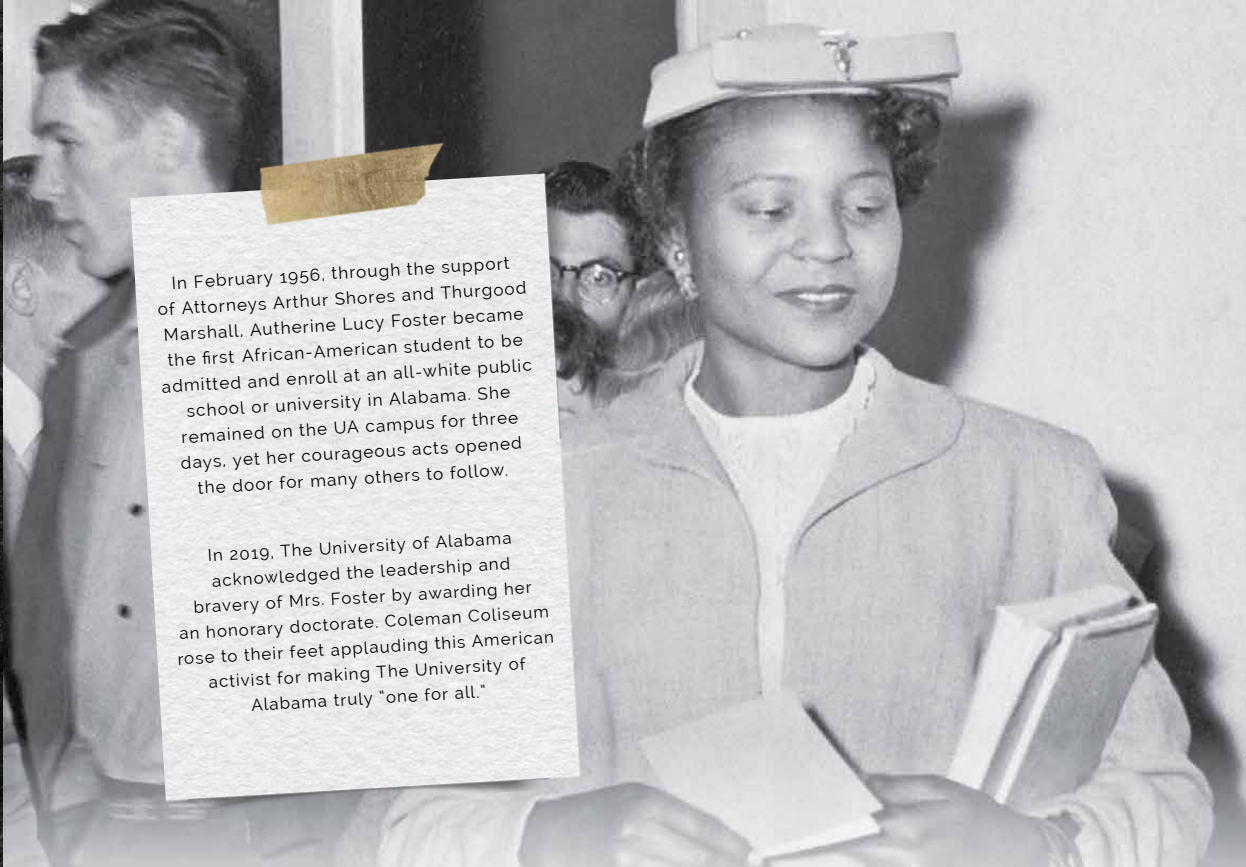
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**9TH ANNUAL
FACULTY
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In February 1956, through the support of Attorneys Arthur Shores and Thurgood Marshall, Autherine Lucy Foster became the first African-American student to be admitted and enroll at an all-white public school or university in Alabama. She remained on the UA campus for three days, yet her courageous acts opened the door for many others to follow.

In 2019, The University of Alabama acknowledged the leadership and bravery of Mrs. Foster by awarding her an honorary doctorate. Coleman Coliseum rose to their feet applauding this American activist for making The University of Alabama truly "one for all."

THE UNIVERSITY OF ALABAMA

*Where Legends Are Made
& Doors Are Opened.*



THE UNIVERSITY OF ALABAMA
Division of Diversity, Equity and Inclusion



SEE YOU IN DC

for the 10th annual Faculty Women
of Color in the Academy
National Conference!

More information coming soon!

