CONNECT. SUPPORT. EMPOWER.

April 1 - April 3, 2022

Featuring

Dr. Roxane Gay
Norma V. Cantú
Nikole Hannah-Jones

Faculty Women of Color
In the Academy
National Conference
Land Acknowledgement

Virginia Tech acknowledges that we live and work on the Tutelo / Monacan People’s homeland and we recognize their continued relationships with their lands and waterways. We further acknowledge that legislation and practices like the Morrill Act (1862) enabled the commonwealth of Virginia to finance and found Virginia Tech through the forced removal of Native Nations from their lands in western territories as part of the creation of land-grant institutions. We understand that honoring Native Peoples without explicit material commitments falls short of our institutional responsibilities. Through sustained, transparent, and meaningful engagement with the Tutelo / Monacan Peoples, and other Native Nations, we commit to changing the trajectory of Virginia Tech’s history by increasing Indigenous student, staff, and faculty recruitment and retention, diversifying course offerings, and meeting the growing needs of all Virginia tribes and supporting their sovereignty.

Labor Recognition

Virginia Tech acknowledges that its Blacksburg campus sits on land that was previously the site of the Smithfield and Solitude Plantations, originally owned by members of the Preston family. Between 1774 and 1865, more than 200 African men, women, and children were enslaved at Smithfield, including members of the Fraction family. We acknowledge that enslaved Black people generated wealth and resources that financed the predecessor institution to Virginia Tech, the Preston and Olin Institute. African-Americans, however, were prohibited from attending Virginia Tech until 1953, when the first Black student enrolled. Through InclusiveVT, the institutional and individual commitment to Ut Prosim (that I may serve) in the spirit of community, diversity, and excellence, we commit to advancing a more diverse, equitable, and inclusive community.
Dear Colleagues,

I am delighted that Virginia Tech is hosting the 10th annual Faculty Women of Color in the Academy Conference. Our goal this year is to help women connect with and support each other, and leave FWCA 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 program includes a lineup of outstanding keynote speakers including Dr. Roxane Gay, Norma Cantú, and Nikole Hannah-Jones. This year’s conference will also feature moving performances from Angela’s Pulse throughout the entire weekend. The conference also continues its partnership with Inkwell Academic Writing Retreats. This year, Inkwell will provide a half day retreat entitled “Unstuck: How to move past your writing barriers.” Unstuck is an hybrid writing retreat for scholars who want to write in a healthy, sustainable way. This retreat will give you the time you need to write and the strategy you need to make the most of that time. This hybrid retreat will be facilitated by Inkwell founder, Michelle Boyd.

In response to participant requests to hear from women in leadership positions, we are once again offering a Women of Color Leadership Panel representing diverse institutions. We are pleased to have Carrie Billy, J.D. President and CEO of the American Indian Higher Education Consortium (AIHEC); Dr. Carolyn Hodges, former Graduate School Dean at UT Knoxville; Dr. Ka Yee C. Lee, Provost at the University of Chicago; and Dr. Irma Becerra President of Marymount University.

Engaging workshops prepared by our community of scholars are designed to complement our keynote speakers. Asynchronous workshops and digital posters will be available on the conference app all weekend long. We are excited about this year’s virtual program presented on the CVENT Crowd Compass platform. You will be able to access the keynote addresses in real time as well as a robust collection of asynchronous workshops and posters.

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

Thank you so much,

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

#FWCA2022  #SheConnects  #SheSupports  #SheEmpowers  #SheMatters
Facebook @VTFWCA | Instagram @FWCA_VT | Twitter @FWCA_VT
2022 FACULTY WOMEN OF COLOR IN THE ACADEMY NATIONAL CONFERENCE

Thursday, March 31 (Optional)

3:00pm - 6:00pm Attendee Arrival, Check-In & Registration

6:00pm - 7:00pm Pre-Conference Cocktail Social in the Skyview Terrace

Friday, April 1

7:00am - 5:00pm Attendee Arrival & Registration
   Lactation Lounge - Mt. Vernon Room & Self Meditation Space - Pentagon Room

9:00am - 11:00am Cultivating Community through Creative Practice*
   Presented by Angela's Pulse

11:00am - 12:00pm Lean on Me: Curating your Own Personal Board of Directors - Career Development with Intentionality*
   Presented by Deloitte Center for Higher Education Excellence Portfolio Leader - Betty Fleurimond

12:00pm - 1:30pm Lunch on Your Own

1:30pm - 2:15pm Conference Kickoff *

2:30pm - 5:00pm Concurrent Workshop Sessions (in-person) and On-Demand Workshops (virtual)
   Full listing on p.10

5:00pm - 6:30pm Free Time
   Explore vendors on conference app or in-person

*Offered both in person and virtually
Friday continued

6:30pm - 8:30pm

Dinner with Keynote Speaker Dr. Roxane Gay*
“Roxane Gay: With One N”

“America’s brightest new essayist.” —The Guardian

Dr. Roxane Gay

Roxane Gay is an author and cultural critic whose writing is unmatched and widely revered. Her work garners international acclaim for its reflective, no-holds-barred exploration of feminism and social criticism. With a deft eye on modern culture, she brilliantly critiques its ebb and flow with both wit and ferocity.

Words like “courage,” “humor,” and “smart” are frequently deployed when describing Roxane. Her collection of essays, Bad Feminist, is universally considered the quintessential exploration of modern feminism. NPR named it one of the best books of the year and Salon declared the book “trailblazing.” Her powerful debut novel, An Untamed State, was long listed for the Flaherty-Dunnan First Novel Prize. In 2017, Roxane released her bestselling memoir, Hunger: A Memoir of (My) Body, which was called “Luminous...intelectually rigorous and deeply moving” by The New York Times. She also released her collection of short stories, Difficult Women. The Los Angeles Times says of the collection, “There's a distinct echo of Angela Carter or Helen Oyeyemi at play; dark fables and twisted morality tales sit alongside the contemporary and the realistic...”

In 2018, she released Not That Bad: Dispatches from Rape Culture, a valuable and searing anthology edited by Roxane; it has been described as “essential reading” and a “call to arms” by its readers. In 2020, Roxane released Graceful Burdens, an incisive collection of funny, enraging, and hopeful stories of women's empowerment and escape, as well as a graphic novel called The Sacrifice of Darkness. She has several books forthcoming and is also at work on television and film projects.

Roxane co-hosts Hear to Slay with Tressie McMillan Cottom - a podcast with an intersectional perspective on celebrity, culture, politics, art, life, love, and more. She is also a contributing op-ed writer for The New York Times, was the co-editor of PANK, and formerly was the non-fiction editor at The Rumpus. Her writing has appeared in McSweeney’s, The Nation and many other publications. She was the first black woman to ever write for Marvel, writing a comic series in the Black Panther universe called World of Wakanda. Roxane fronts a small army of avid fans on social media and when she finds the time, she dominates the occasional Scrabble tournament.
2022 FACULTY WOMEN OF COLOR IN THE ACADEMY NATIONAL CONFERENCE

Saturday, April 2

7:00am - 12:00pm
Attendee Arrival & Registration

7:00am - 5:00pm
Lactation & Meditation Lounges Open

7:00am - 9:30am
Breakfast Buffet Available in Foyer

8:15am - 8:45am
Good Morning Welcome featuring Angela’s Pulse*

9:00am - 10:30am
Leadership Panel featuring Dr. Carolyn Hodges, Dr. Ka Yee C Lee, Dr. Irma Becerra and Carrie Billy, J.D.*
Moderated by Rosite Delgado

10:30am - 10:45am
Break

10:45am - 12:00pm
A Reflective Conversation between Racism, Gender, and Us: The Fierce Urgency of Now*
with Dr. Bonnie Thornton Dill and Dr. Ruth Zambrana

*Offered both in person and virtually
Saturday continued

12:00pm - 2:00pm
Lunch with Keynote Speaker Norma V. Cantú*
“Speaking Louder Than Words: Actions Promoting Gender Equity”

Norma V. Cantú is a law professor and distinguished attorney who was appointed by President Biden in 2021 to serve as the Chair of the United States Commission on Civil Rights. This appointment makes her the first Latina to serve as Chair of the commission. Professor Cantú has a long and impressive record of public service and commitment to social justice. Highlights include serving on the Biden-Harris Transition’s “Agency Review Team” for education, and serving as the Assistant Secretary of Education for Civil Rights in the Clinton Administration for eight years. Cantú was only 22 years old when she received her law degree from Harvard University. She was later known as a tough litigator, working for 14 years as regional counsel and education director of the Mexican American Legal Defense and Educational Fund (MALDEF). In that capacity, she litigated scores of important cases affecting educational funding, disability rights, student disciplinary policies, access to special services for English-language learners, and racially hostile environments.

Cantú was involved in several high-profile and historic education-related court cases, all aimed at improving educational opportunities for Hispanics in South Texas. In 1991, she led the legal fight in a landmark case that determined the state shortchanged South Texas citizens in the distribution of higher education dollars and prompted the Texas Legislature to appropriate millions in extra funds for border colleges and universities. In 1993 President Bill Clinton nominated Cantú as Assistant Secretary for Civil Rights in the U.S. Department of Education. She was unanimously confirmed by Congress. For eight years, she oversaw a staff of about 850 in implementing government policy for civil rights in American education. In 2001, she joined The University of Texas at Austin, where she holds a joint professorship in the College of Education and the School of Law.

2:15pm - 4:30pm
Concurrent Workshop Sessions (in-person) and On-Demand Workshops (virtual)
Full listing on p.10

4:30pm - 6:00pm
Free Time
Explore vendors on conference app or in-person

6:00pm - 7:30pm
Dinner and Awards Banquet*
Featuring Angela’s Pulse

7:30pm - 9:00pm
FWCA Culture Cafe
Featuring Dr. Lucinda Roy author of The Freedom Race
Full performance list on p.10

*Offered both in person and virtually
Nikole Hannah-Jones has spent years chronicling the way official policy has created—and maintains—racial segregation in housing and schools. Her deeply personal reports on the Black experience in America offer a compelling case for greater equity. She is editor of The 1619 Project: A New Origin Story, which includes essays exploring the legacy of slavery in present-day America, as well as poems and works of fiction illuminating key moments of oppression, struggle, and resistance. In a starred review, Booklist writes, “This visionary, meticulously produced, profound, and bedrock-shifting testament belongs in every library and on every reading list...[An] invaluable and galvanizing history . . . revelatory.” Recently, it was selected as one of Amazon’s best history books of the year, and soon it will be adapted into a graphic novel and four publications for young readers.

Hannah-Jones earned the John Chancellor Award for Distinguished Journalism and was named Journalist of the Year by the National Association of Black Journalists and the Newswomen’s Club of New York. In 2020, she was inducted into the Society of American Historians and in 2021 she was named a member of the American Academy of Arts & Sciences. In 2016, Hannah-Jones co-founded the Ida B. Wells Society for Investigative Reporting, which seeks to increase the number of reporters and editors of color. She holds a Master of Arts in Mass Communication from the University of North Carolina and earned her BA in History and African-American studies from the University of Notre Dame.
Carolyln Hodges earned a B.A. degree in French at Arcadia University (PA), where an outstanding German teacher and a semester and summer of study in Germany inspired her to go on to obtain an M.A. and a Ph.D. in Germanic Languages and Literatures (with a specialization in 19th- and 20th-century literature) from the University of Chicago. In 1982, she joined the University of Tennessee Department of Germanic and Slavic Languages and shortly thereafter also became a member of the Comparative Literature Committee. In 1999, Professor Hodges was named head of the Department of Modern Foreign Languages and Literatures, formed in 1998 as a result of the merger of two language departments. She left that position in 2004 to become the Associate Dean for Academic Personnel in the College of Arts and Sciences.

Her academic focus has always been driven by a broader interest in interdisciplinary studies and a global approach to literary studies and learning in general. Since joining UT, her teaching and research have emphasized three major areas: multicultural perspectives in modern German literature, comparative literature, and multicultural education. Thus, her writing and teaching have examined the question of German identity in an increasingly diverse German society; comparisons of African-American, Afro-German, and German voices in literature; theories and approaches to multicultural education. Selected examples of her institutional and professional service include: Co-chair of the University of Tennessee Task Force for the Internationalization and Intercultural Awareness Initiative; Secretary-Treasurer and President of the Southern Comparative Literature Association (SCLA); member of the editorial boards for The Comparatist (SCLA) and UT Press; long-standing member of the American Association of Teachers of German Alle lernen Deutsch Committee, which disseminates information about minorities in the teaching and learning of German, in the United States and German-speaking countries.

Carrie Billy, a member of the Navajo Nation, is President & CEO of the American Indian Higher Education Consortium (AIHEC). Through AIHEC, the nation’s 37 Tribal Colleges and Universities (TCUs) work toward Strong Sovereign Nations Through Excellence in TRIBAL Higher Education.

Throughout her career, Ms. Billy has focused on developing equity-centered strategic initiatives and innovative policies and programs founded on Tribal culture and values, including AIHEC AIMS, a comprehensive TCU data system, and the Indigenous Evaluation Framework, which incorporates Indigenous epistemology and core tribal values into a framework that integrates place, community, individuality and sovereignty with Western evaluation practice. She has worked to forge partnerships and drafted legislation designating TCUs as “1994 land-grant institutions” and creating a new federal designation for “Hispanic Serving Institutions”. Her career reflects a commitment to public service -- protecting and promoting the cultures, rights and well-being of American Indians and improving the quality of life and educational status of all.

Ms. Billy has undergraduate degrees from the University of Arizona and Salish Kootenai College and a Juris Doctorate from Georgetown University Law Center. She was appointed by former President William J. Clinton as the inaugural Executive Director of the White House Initiative on Tribal Colleges.
Ka Yee C. Lee serves as the fourteenth Provost of the University of Chicago. As Provost, she is responsible for academic and research programs across the University and oversees the University’s budget.

She is the David Lee Shillinglaw Distinguished Service Professor in the Department of Chemistry, the James Franck Institute, the Institute for Biophysical Dynamics, and the College, and a member of the Board of the University of Chicago Medical Center, the Board of Governors for Argonne National Laboratory, and the Field Museum Board. Prior to her appointment as Provost, Lee served as Vice Provost for Research, working with deans, faculty, and researchers across the University to increase access to research funding and resources, among other responsibilities.

Lee is an elected member of the College of Fellows of the American Institute for Medical and Biological Engineering and a Fellow of the American Physical Society. Her research focus lies in the area of membrane biophysics, and she is the author or co-author of more than 125 scholarly publications.

Lee joined the University in 1998 as an Assistant Professor in the Department of Chemistry and was appointed full professor in 2008. She has served as Director of the Materials Research Science and Engineering Center and Associate Director of the James Franck Institute, as well as Chair of the Faculty Advisory Board for The Hong Kong Jockey Club University of Chicago Academic Complex | Francis and Rose Yuen Campus in Hong Kong. Her honors include being named a Searle Scholar, a David and Lucile Packard Fellow for Science and Engineering, and a Sloan Research Fellow. She also was the recipient of the Llewellyn John and Harriet Manchester Quantrell Award for Excellence in Undergraduate Teaching and the inaugural recipient of the Arthur L. Kelly Prize for Exceptional Faculty Service in the Physical Sciences Division.

Lee holds an Sc.B. degree in Electrical Engineering from Brown University, and M.S. and Ph.D. degrees in Applied Physics from Harvard University. She completed her postdoctoral training at Stanford University and the University of California, Santa Barbara.

Dr. Irma Becerra is the seventh President of Marymount University in Arlington, Va. In her three-plus years as President, Dr. Becerra has introduced several initiatives with long-lasting effects in support of Marymount’s mission and vision for the future. This includes adding market-driven academic programs that prioritize career preparation, overseeing the transition to a new academic structure, acquiring The Rixey luxury apartment building next door to Marymount’s Ballston Center and improving the university’s IT infrastructure through the implementation of the state-of-the-art enterprise resource planning application, Workday.

She has also navigated the school community through the impacts of the COVID-19 pandemic. Dr. Becerra’s academic career, both as student and professional, has blended mathematics, engineering and systems thinking and processes in her studies, teaching and administrative leadership. She is an ardent advocate for a STEM-educated workforce and holds the mindset of a trained scientist and seasoned entrepreneur. Catholic-educated throughout her primary and secondary years, she understands the great importance of faith-based instruction and plans to raise Marymount’s profile and spur growth in enrollment and academic programs. This will be accomplished, in part, through innovative partnerships, scholarship opportunities and broad initiatives.

Prior to Marymount, she served as Provost and Chief Academic Officer at St. Thomas University in Miami Gardens, Fla., and also spent three decades at FIU in a variety of positions that include Vice President, Vice Provost, Entrepreneurship Center Director and tenured professor in Management Information Systems. She founded FIU’s Knowledge Management Lab and led major projects as principal investigator at the National Science Foundation, NASA (Headquarters, Kennedy, Ames and Goddard Space Flight Centers) and the Air Force Research Lab. She was also a Sloan Scholar at MIT’s Center for Information Systems Research.

Dr. Becerra has authored four books and numerous journal articles in the areas of knowledge management and business intelligence. Her original research has also spanned such areas as enterprise systems, disaster management and IT entrepreneurship, making her a sought-after speaker and presenter both in the U.S. and internationally.
FWCA 2022 Panelists’ Bios

Dr. Zambrana is a Distinguished University Professor in the Department of Women’s Studies, Director of the Consortium on Race, Gender and Ethnicity and affiliate Professor of Family Medicine at the University of Maryland, Baltimore, School of Medicine. Dr. Zambrana’s scholarship applies a critical intersectional lens to structural inequality and racial, Hispanic ethnicity, and gender inequities in population health and higher education trajectories. Her latest book is Toxic Ivory Tower: The Consequences of Work Stress on the Health of Underrepresented Minority Faculty (Rutgers University Press, 2018). Her other work includes an anthology with Sylvia Hurtado, The Magic Key: The Educational Journey of Mexican Americans from K-12 College and Beyond (University of Texas Press, 2015). As Principal Investigator, her work has been funded by the Robert Wood Johnson Foundation on Understanding the Relationship between Work Stress at U.S. Research Institutions’ Failure to Retain Underrepresented Minority (URM) Faculty and by the Annie E. Casey Foundation to translate study findings on URM faculty into effective and responsive higher education policies and practices to enhance career persistence and success. She has published 12 books and over 150 articles and serves on several editorial boards, professional and government committees. She is the recipient of numerous awards with the most recent including the 2013 American Public Health Association Latino Caucus, Founding Member Award for Vision and Leadership, and the 2011 Julian Samora Distinguished Career Award by the American Sociological Association, Sociology of Latinos/as Section for her contributions to the sociology of Latinos and immigrant studies, teaching and mentoring.

In 2011, Bonnie Thornton Dill was appointed dean of the University of Maryland’s 550-plus-faculty, 3,500-student, 14-department College of Arts and Humanities. The first African-American woman ever to hold the dean’s title in the college, Thornton Dill has worked to increase support for and the visibility of arts and humanities research and scholarship; provide leadership for interdisciplinary initiatives within the college and across the campus; support student engagement with underserved communities; and increase the number of UMD’s national scholarship award recipients. A pioneering scholar on the intersections of race, class and gender in the U.S. with an emphasis on African-American women, work and families, she is founding director of both the Center for Research on Women at the University of Memphis and the Consortium on Race, Gender, and Ethnicity at UMD. Her scholarship includes three books and numerous articles. She is former president of the National Women’s Studies Association; former vice president of the American Sociological Association; and former chair of the Committee of Scholars for Ms. magazine. She earned her doctoral and master’s degrees in sociology and human relations, respectively, from New York University and her bachelor’s degree in English from the University of Rochester.
<table>
<thead>
<tr>
<th>Room</th>
<th>Workshop Title</th>
<th>Presenters</th>
<th>Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breakout Room 1</td>
<td>You life jacket in academia: POC peer mentoring for writing, publishing, and surviving</td>
<td>Ashmi Desai &amp; Hoa Nguyen</td>
<td>Personal Well-Being</td>
</tr>
<tr>
<td>Breakout Room 2</td>
<td>Watch Your Step ‘Sis’: Things to Consider When Advancing in Leadership Roles in the Academy</td>
<td>Dr. Noreal F. Armstrong, PhD., LCMHCS, NCC</td>
<td>Leadership</td>
</tr>
<tr>
<td>Breakout Room 3</td>
<td>You don’t always have to be the one to save the world.</td>
<td>Dr. Lacretia ‘Cre’ Dye &amp; Darrian Evans</td>
<td>Personal Well-Being</td>
</tr>
<tr>
<td>Breakout Room 4</td>
<td>Solidarity in the Academy: Collective Memory Work as a Method for Examining Intersectionality and Building Supportive Relationships in Academia</td>
<td>Dr. Rochonda Nenonene &amp; Dr. Novea McIntosh</td>
<td>Scholar Activism</td>
</tr>
<tr>
<td>Breakout Room 5</td>
<td>Dr. Willa Beatrice Player: A Quiet but Resolute Force for Social Justice in Higher Education</td>
<td>Dr. Kelsey Bogard, Dr. Mary Howard-Hamilton, &amp; Dr. Kandace Hinton</td>
<td>Scholar Activism</td>
</tr>
</tbody>
</table>

**Friday April 1st – 3:45pm-4:45pm Block**

<table>
<thead>
<tr>
<th>Room</th>
<th>Workshop Title</th>
<th>Presenters</th>
<th>Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breakout Room 1</td>
<td>Using Virtual WAGs to Improve Productivity and Save Your Sanity</td>
<td>Dr. Nadine Finigan-Carr</td>
<td>Career Development</td>
</tr>
<tr>
<td>Breakout Room 2</td>
<td>Impostor Phenomenon: The Hidden Thorn Undermining Success</td>
<td>Dr. Doretha Walker, Dr. Miriam Purnell, Dr. Starlette Sinclair, &amp; Dr. Lilia Macias-Moriarity</td>
<td>Leadership</td>
</tr>
<tr>
<td>Breakout Room 3</td>
<td>Lifting As We Climb: Using Kinship Circles for Life/Work Balance</td>
<td>Dr. Lisa Paler-Holzmann, Dr. Kevicha Echols, Dr. Keisha V. Thompson, Dr. Tisha Ulmer</td>
<td>Personal Well-Being</td>
</tr>
<tr>
<td>Breakout Room 4</td>
<td>Is there a doctor in the House?</td>
<td>“Dr. DeAnna Katey &amp; Dr. DeShawn Burrell”</td>
<td>Personal Well-Being</td>
</tr>
<tr>
<td>Breakout Room 5</td>
<td>Examining Preservice Teacher Interpretations and reflections of an introductory antiracist teaching course</td>
<td>Dr. Traci Dennis</td>
<td>Scholar Activism</td>
</tr>
</tbody>
</table>
# 2022 Faculty Women of Color in the Academy National Conference

## FWCA In-Person Workshop Schedule

### Saturday April 2nd – 2:15pm - 3:15pm Block

<table>
<thead>
<tr>
<th>Room</th>
<th>Workshop Title</th>
<th>Presenters</th>
<th>Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breakout Room 1</td>
<td>Reciprocal Empowerment in Mentoring Relationships</td>
<td>Dr. Cerise L. Glenn</td>
<td>Career Development</td>
</tr>
<tr>
<td>Breakout Room 2</td>
<td>HIGHER: Elevating Practices around navigating career goals as Faculty of Color</td>
<td>Alicia Robinson, M.A. &amp; Anastasia Martinez</td>
<td>Leadership</td>
</tr>
<tr>
<td>Breakout Room 3</td>
<td>Women of Color Putting Aside Competition to Thrive Together</td>
<td>Sasha Eloi Evans, Ed.D., Tiffany Taylor Smith, M.S.Ed., Ashley N. Campbell, Ph.D., Ed.M.</td>
<td>Personal Well-Being</td>
</tr>
<tr>
<td>Breakout Room 4</td>
<td>Tools for Research: - An Introduction to Tableau, Dedoose, and MAXQDA</td>
<td>Dr. Rhonda E. Baylor</td>
<td>Scholar Activism</td>
</tr>
<tr>
<td>Breakout Room 5</td>
<td>Embodying Relational Leadership: Lessons Learned as a Diversity Faculty Fellow</td>
<td>Dr. Hoa Nguyen</td>
<td>Leadership</td>
</tr>
</tbody>
</table>

### Saturday April 2nd – 2:15pm - 3:15pm Block

<table>
<thead>
<tr>
<th>Room</th>
<th>Workshop Title</th>
<th>Presenters</th>
<th>Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>Breakout Room 1</td>
<td>We Are Not The Maid: Identifying and Leveraging Leadership Opportunities that Align with Career Goals</td>
<td>Dr. Narketta Sparkman-Key</td>
<td>Career Development</td>
</tr>
<tr>
<td>Breakout Room 2</td>
<td>The Voices of Authentic Leaders Matter</td>
<td>Leigh Lyons, M.Ed.</td>
<td>Leadership</td>
</tr>
<tr>
<td>Breakout Room 3</td>
<td>You’re Not Burnt Out, They are Setting You on Fire: Addressing Institutional Responses to the Duel American Pandemics</td>
<td>Dr. Tehia Starker Glass, Dr. Kendra Jason, Dr. Candace Brown, &amp; Dr. Janaka Lewis</td>
<td>Personal Well-Being</td>
</tr>
<tr>
<td>Breakout Room 4</td>
<td>Never the Twain Shall Meet? Women Scholars Tightroping Academia’s Demands and Home Community Obligations</td>
<td>Dr. Dawn Demps, Dr. Mako Ward, Dr. Seanna Leath, Naruro Hassan &amp; Dr. Chandra Crudup</td>
<td>Scholar Activism</td>
</tr>
<tr>
<td>Breakout Room 5</td>
<td>Taking Control of Your Tenure and Promotion: A Change in Perspective</td>
<td>Pamela M. Leggett-Robinson, PhD, CAPM</td>
<td>Career Development</td>
</tr>
</tbody>
</table>
2022 FACULTY WOMEN OF COLOR IN THE ACADEMY NATIONAL CONFERENCE

FWCA Culture Cafes - Saturday April 2nd

<table>
<thead>
<tr>
<th>Time</th>
<th>Breakout Room 1</th>
<th>Breakout Room 2</th>
<th>Breakout Room 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>8:10 PM</td>
<td>Tanja R Darden, Ph.D. Poetry / Spoken Word</td>
<td>Shuntay Z. Tarver, Ph.D. Poetry / Spoken Word</td>
<td>DeAnna Katey, Ph.D. Musical Performance</td>
</tr>
<tr>
<td>8:20 PM</td>
<td>Richelle Joe, Ph.D. Poetry / Spoken Word</td>
<td>Amelia Hart, DBA, CPA, CGMA Poetry / Spoken Word</td>
<td>Lubna Nafees, Ph.D. Visual Journaling Presentation</td>
</tr>
<tr>
<td>8:30 PM</td>
<td>Marquitta S. Dorsey Visual Arts Presentation</td>
<td>Liseli Fitzpatrick, Ph.D. Poetry / Spoken Word</td>
<td>Regina Conway-Phillips, Ph.D., RN Handmade Jewelry Presentation</td>
</tr>
<tr>
<td>8:40 PM</td>
<td>Narketta Sparkman-Key, Ph.D. Poetry / Spoken Word</td>
<td>April Langley Poetry / Spoken Word</td>
<td>Meagan Corrado Visual Arts Presentation</td>
</tr>
<tr>
<td>8:50 PM</td>
<td>Arlington Ballroom</td>
<td>Kimberly D. Clark-Shaw, MEd</td>
<td>African Dance Demonstration</td>
</tr>
</tbody>
</table>

Digital Posters Available on Conference App

<table>
<thead>
<tr>
<th>Poster Title</th>
<th>Presenters</th>
<th>Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>And Still We Rise: Fostering Our Resilience &amp; Healing from Race-Based Trauma</td>
<td>Dr. Bianca Augustine, RIC, CCTP</td>
<td>Person Well-Being</td>
</tr>
<tr>
<td>Authentic Connections: Advising Black Female Graduate Students in a Pandemic</td>
<td>&quot;Allyson Graham, MA, LCMHCA and Taylor Dupree, Ph.D., PLPC&quot;</td>
<td>Scholar Activism</td>
</tr>
<tr>
<td>Building Solidarity Amongst Staff &amp; Faculty of Color: FSOCA’s Women Leaders</td>
<td>Dr. Hermeet Kohli, Dr. Ragini Malhotra, Dr. Larissa Malone, Dr. Michelle Vazquez Jacobus, and Dr. Idella Glenn</td>
<td>Scholar Activism</td>
</tr>
<tr>
<td>Faculty Leadership: Insights for Retaining Diverse Colleagues</td>
<td>Dr. Carolyn Bird</td>
<td>Leadership</td>
</tr>
<tr>
<td>Winning Awards as part of Career Advancement: Iowa State University Black Faculty and Staff Association Model</td>
<td>Tera Jordan, Ph.D., Angela Shaw, Ph.D., Connie Hargrave, Ph.D., Kirsten Abel, M.A.</td>
<td>Career Development</td>
</tr>
</tbody>
</table>
## On-Demand Workshops Available on Conference App

<table>
<thead>
<tr>
<th>Workshop Title</th>
<th>Presenters</th>
<th>Track</th>
</tr>
</thead>
</table>
| Being a Black Academician is a serious matter! Toward a systematic approach to responding to and healing from the social ills of microaggressions | “Maurya Glaude, Ph.D., LCSW-BACS
Nubian Sun, Ph.D., LCSW-BACS
Joan Blakey, Ph.D., LMSW” | Career Development                                                        |
| Bringing joie de vivre back: Workplace burnout & Black Women in academia     | Vivian Bynoe & Kay Coates                                                  | Personal Well-Being |
| “Dear Academy, I want you to know...”                                        | Tania Romero, M.A., M.F.A.                                                 | Scholar Activist   |
| For Us by Us: A Phenomenological Exploration of Sankofa Ceremonies for Black Doctoral Students | “Dr. Candace N. Hall, Dr. Ashley L. Gray
Krystal E. Andrews, M.S.Ed. and Dr. Brianna C.J. Clark” | Personal Well-Being |
| Lifting as We Climb, Resting when We Need To: Black Women, Senior Leadership and Radical Self-Care | Dr. Shawn Ricks, Dr. Donyell Roseboro, Dr. Paula Groves Price, and Dr. Denise Taliaferro Baszile | Leadership |
| Managing Burnout In a Time of Unprecedented Change                            | April L. Ervin, MBA                                                        | Personal Well-Being |
| Mentoring Matters, A Critical Key to Black Women in the Academy Making Informed, Intentional, and Successful Moves in the Academy | Dr. Jeronda T. Burley, Dr. Christa C. Gilliam, and Dr. Tammy Henderson | Career Development |
| Promoting Mental Wellness among Black Faculty: Strategies for Coping          | Dr. Narketta Sparkman-Key & Dr. Shuntay Tarver                            | Personal Well-Being |
| Soaring from Your Sabbatical: Designing a Career-Shifting, Soul-Empowering Leave | Monique Bell, Ph.D.                                                       | Career Development |
| Tenure is Not a Career: Understanding Career Planning, Development, and Time Tactics Needs for Faculty of Color | Dr. Claretha Hughes                                                      | Career Development |
| They Don’t See Us: Black Girl Magic, Self-Preservation, & Mentorship in The Academy | “Crystal M. Hayes, Ph.D., MSW
Lindsey Yates, Ph.D.
Adia R. Louden, MPH” | Personal Well-Being |
| University of Tennessee Division of Diversity and Engagement: A Model for Building Capacity, Incentivizing DEI Work, Minimizing Invisible Labor, and Expanding Career Pathways | Dr. Javiette Samuel, Dr. Sherley Cruz, and Dr. Shaina Destine | Career Development |
## Conference Leadership
Chatrice Barnes, 2022 Conference Director  
Menah Pratt-Clarke, Conference Founder

## Local Committee
Devin Ketchum  
Erica Cooper  
Khadijah Queen  
Kimberly Clark-Shaw  
Lee Lovelace  
Llaura Garcia  
Martina Svyantek  
Meshay Long  
Miles Feacher  
Renee Stewart  
Stacey Wilkerson  
Bola Ogunbayode

## National Committee & Members
| Andrea Baldwin | Juliana Pacheco Duarte |
| Virginia Tech-College of Liberal Arts and Human Sciences | Virginia Tech--Department of Mechanical Engineering |
| Andrea Williams | Karen Jackson-Weaver |
| The Ohio State University | New York University |
| Annelise Singh | Liza Hita |
| Tulane University | Arizona State |
| Carol Flowers St-John | Magadalena Barrera |
| Emory University | San Jose State University |
| Chris Taylor | Regina Dixon-Reeves |
| University of Alabama Birmingham | University of San Diego |
| Delgado, Rosite | Sandra Syndor |
| University of Tennessee-Chattanooga | Purdue University |
| Elizabeth Weeks | Shernta Lee |
| University of Georgia | Virginia Tech - The Graduate School |
| Estrella Johnson | Thomas, Rhondda |
| Virginia Tech-College of Science | Clemson University |
| Janice Hall | Terri Jett |
| Virginia Tech-Pamplin College of Business | Butler University |
| Jody Marshall | Tina Harris |
| University of North Carolina-Charlotte | Louisiana State University |
| | Tonisha Lane |
| | Virginia Tech-School of Education |

If you are interested in serving on the FWCA 2023 National Advisory Committee please email us at FWCA@vt.edu. Include in the subject line “National Committee Inquiry”
Sponsors

PLATINUM
Purdue University

PEARL
Deloitte Center for Higher Education Excellence

GOLD
University of Alabama
Appalachian State University
University of Arizona
University of Connecticut
Emory University
Emory University Office of Diversity, Equity and Inclusion
Florida International University
Gallaudet University
University of Georgia
James Madison University
University of Massachusetts-Amherst
New York University
University of Rochester
Rochester Institute of Technology
University of San Diego
San Jose State University
University of Tennessee at Chattanooga
University of Tennessee Knoxville
Tulane University
Virginia Tech Carilion School of Medicine
Virginia Tech Graduate School
Virginia Tech Pamplin College of Business Office for Diversity, Equity, Inclusion and Belonging

SILVER
University of Chicago
Cornell University Office of Faculty Development and Diversity
Fulbright
IUPUI- Indiana University Purdue University Indianapolis
Louisiana State University
Old Dominion University
Syracuse University
University of Tennessee Knoxville - College of Social Work
Virginia Tech College of Agriculture and Life Sciences Office of Inclusion and Diversity
Virginia Tech College of Architecture and Urban Studies
Virginia Tech College of Liberal Arts and Human Sciences
Virginia Tech College of Science
Virginia-Maryland College of Veterinary Medicine

BRONZE
Butler University
Carle Illinois College of Medicine-(University of Illinois Urbana-Champaign)
Radford University
Virginia Tech College of Engineering Center for Enhancement of Engineering Diversity
Virginia Tech College of Natural Resources and Environment
Virginia Tech Mechanical Engineering
Virginia Tech School of Education
The Women’s Center at Virginia Tech

IN KIND
The PhD Project
Thank you to our 2022 Corporate and Institutional Sponsors!
10th Annual Faculty Women of Color in the Academy Conference
April 1-3, 2022

Innovative, Transformative Graduate Education

"Celebrating and lifting up the nexus of building our communities with successful Women of Color in Higher Education, the Purdue White Lodging-J.W. Marriott, Jr. School of Hospitality and Tourism Management is proud to support FWCA. This unique event furthers a foundation of excellence, helping each of us better our universities, through a network of leadership, engagement and strong representation."

-Dr. Xinran Lehto, Interim Head

Purdue University
Deloitte’s Higher Education practice is a leading provider of higher education professional services. We help institutions around the world address complex challenges from multiple perspectives. We work with an extensive variety of colleges, universities, research institutions, community colleges, and systems of higher education, creating new pathways to success for their students, and for themselves.

Learn more at www.deloitte.com/highereducation
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.

In 2019, The University of Alabama acknowledged the leadership and bravery of Mrs. Foster by awarding her an honorary doctorate and in 2022, The University of Alabama College of Education building was named Autherine Lucy Hall.
“Top” and “Best Value Colleges”
Forbes magazine

#1 Most Innovative School
#2 Best Undergraduate Teaching
#3 Top Public School

U.S. News & World Report

learn more at appstate.edu
Harnessing the Power of Diversity:
Every Wildcat, Every Day

At the University of Arizona, we embed the principles of diversity and equity into Every Wildcat, Every Day – practicing both inclusion and compassion in every interaction.

WWW.ARIZONA.EDU
UCONN IS A TOP 25 PUBLIC UNIVERSITY with globally renowned faculty and more than 32,000 students seeking answers to critical questions in classrooms, labs, and the community. As a public research university with five campuses, plus an integrated academic medical center and School of Law, we believe that diversity makes our institution a better place to learn and work.

WE ARE PROUD TO SPONSOR THE FACULTY WOMEN OF COLOR IN THE ACADEMY NATIONAL CONFERENCE.

diversity.uconn.edu
Carol Anderson. Her book One Person, No Vote was longlisted for the National Book Award and lays bare the policies that have impeded Black progress in America from 1865 to our combustible present.

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.

links.emory.edu/teaching
Emory University Office of Diversity, Equity and Inclusion
REAL DIVERSITY CHANGES WHAT LEADERSHIP LOOKS LIKE

Bring your authentic self to work, every day at FIU. As one of the top five universities in social mobility, our University is committed to building a community whose members represent and embrace diverse cultures, backgrounds, and life experiences that reflect the multicultural nature of South Florida and our global society. Visit careers.fiu.edu and let FIU welcome the real you.

FOR MORE INFORMATION ON DIVERSITY AT FIU, VISIT DEI.FIU.EDU.
GALLAUDET UNIVERSITY HAS SO MUCH TO OFFER!

Undergraduate and graduate classes in Education, Linguistics, Audiology, Psychology and more!

- gu.live/ugprograms
- gu.live/gradprograms

ASL classes for families & professionals via ASL Connect

Continued education (online classes/certification)

Research and resources
- Center for Black Deaf Studies
- Deaf Health & Equity
- Visual Language and Visual Learning Lab (VL2)
- Deaf Health Communication and Quality of Life Research Lab
- Laurent Clerc National Deaf Education Center

Join a multicultural and talented workforce, work with us!

- gu.live/careers
LEADING WITH CHANGE

Fostering diversity on campus is not only essential to fulfilling our mission at the University of Georgia, but it is a guiding principle that our students, faculty and staff take with them into the world.

We are committed to instilling the value of inclusion in our academic community. Committed to pushing the work forward that leads to a better world. Committed to always doing more.

“Diversity and inclusion are—and will always be—central to our academic community, and these values will continue to be a priority for me and my administration.”

– President Jere W. Morehead

diversity.uga.edu
We believe in the power of our diversity.

At the University of Massachusetts Amherst, you will find world-class educators, mentors, advocates, and innovators who relentlessly pursue their belief in a better UMass, and a better world. With diverse perspectives and creative leadership, they fuel our revolutionary spirit to carry us into the future. We are a community of choice for over 32,000 students and over 1,400 faculty... and growing. Visit us at umass.edu.
2022 Platinum Sponsors

Dr. Lisa Coleman & Dr. Karen Jackson-Weaver

salute

The Faculty Women of Color in the Academy National Conference for promoting global inclusion, diversity, belonging, equity, and access in higher education
The University of Rochester is a proud sponsor of the 2022 Faculty Women of Color in the Academy conference.
On to something.

Increasing Representation

AdvanceRIT’s mission is to enable all faculty at RIT, particularly women, to contribute their full potential, to increase their representation and retention, and to advance their careers.

RIT
Rochester Institute of Technology
rit.edu
rit.edu/careers
The University of San Diego is a proud sponsor of the 10th Annual Faculty Women of Color in the Academy Conference

"Diversity Equity and Inclusion in higher education offers us the assurance that multiple perspectives, strategies, and new voices are heard, thus building the foundation for dialogue and discernment for every community participant -- leaders, faculty, students, administrators and staff."

- Gail F. Baker, Provost

To learn more about our efforts to promote diversity and inclusion at the University of San Diego, please visit www.sandiego.edu/inclusion/ or contact the Center for Inclusion and Diversity, at cid@sandiego.edu
SAN JOSÉ STATE UNIVERSITY

#1 MOST TRANSFORMATIVE UNIVERSITY —Money magazine

sjsu.edu/transform
A University of Choice

Embrace diversity and Inclusion as a Path to Excellence and Societal Change
Proud Sponsor
2022 Faculty Women of Color in the Academy Conference

Discover what it means to be a Volunteer and explore open faculty positions!

provost.utk.edu/welcome-future-utk-faculty
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.
Artwork by Tykeisha Swan Patrick
All of Us, 2021
To be featured in the
Virginia Tech Carilion School of Medicine's upcoming art show:
EXPERIENCE BLACK LOVE
April 4-July 1, 2022
Public opening reception
at 5:30 p.m. on April 7
Visit the art show at:
Virginia Tech Carilion School of Medicine
2 Riverside Circle
Roanoke, VA 24016

Together, all of us go far

The Virginia Tech Carilion School of Medicine believes diversity enhances any learning experience and fosters a free exchange of ideas from different perspectives. VTCSOM recognizes diversity, equity and inclusion as one of its four core values and is committed to celebrating individual differences while preparing physician thought leaders.

VTCSOM is proud to be recognized by INSIGHT into Diversity Magazine with its Health Professions Higher Education Excellence in Diversity Award for the fourth straight year.

To learn more about diversity, equity and inclusion initiatives and special events at VTCSOM, please visit: medicine.vtc.vt.edu/diversity.
"We are proud to support the Faculty Women of Color in the Academy conference again this year. This powerful event provides community-building, learning opportunities and promote the success of Women of Color in academia in order to create a university where everyone experiences success, leadership, visibility, and representation."

DEAN AIMÉE SURPRENANT, PHD

www.graduateschool.vt.edu
The Pamplin College of Business affirms strategic and intentional efforts that challenge the status quo and promote the diversity, equity, inclusion and belonging (DEIB) of all stakeholders. We are committed to people excellence and building a model inclusive community that embraces academic excellence and cultural humility broadly. We are transcending with a renewed, data-driven focus to seize opportunities that address DEIB issues of the 21st century.

Masters Programs: Accounting & Information Systems | Business Analytics | Hospitality & Tourism Management | Information Technology (online) | Marketing | MBA programs to fit your needs (Part-time, Executive, Professional)

Ph.D. in Business: Accounting & Information Systems | Business Information Technology | Finance | Hospitality & Tourism Management | Management | Marketing | Executive Business Research

Executive Programs: Cybersecurity Risk | Entrepreneurship | Meeting and Event Professionals Certificate

Masters Programs: Accounting & Information Systems | Business Analytics | Hospitality & Tourism Management | Information Technology (online) | Marketing | MBA programs to fit your needs (Part-time, Executive, Professional)

Ph.D. in Business: Accounting & Information Systems | Business Information Technology | Finance | Hospitality & Tourism Management | Management | Marketing | Executive Business Research

Executive Programs: Cybersecurity Risk | Entrepreneurship | Meeting and Event Professionals Certificate

https://pamplin.vt.edu
The University of Chicago is a proud sponsor of the 2022 Faculty Women of Color in the Academy Conference.

To learn more about our efforts to promote diversity and inclusion at the University of Chicago, please see: diversityandinclusion.uchicago.edu
Or contact the Office of the Provost, at 773-795-5432

FULBRIGHT Scholar Program

The Fulbright U.S. Scholar competition deadline:

September 15, 2022

For application information, visit: awards.cies.org
"Without community, there is no liberation."

Audre Lourde
Old Dominion University, located in Norfolk, is Virginia’s forward-focused public doctoral research institution with approximately 23,500 students, rigorous academics, an energetic residential community and initiatives that contribute $2.6 billion annually to Virginia’s economy.

odu.edu

OFFICE OF FACULTY DIVERSITY & RETENTION

ONE OF AMERICA’S BEST EMPLOYERS FOR DIVERSITY
–FORBES & STATISTA, 2019

Rise as One. Rise as Orange.
Together, we go beyond potential, to impact. Beyond graduation, to a lifelong family. Beyond what we learn, to who we become.

syracuse.edu

Syracuse University
Honoring Our Faculty
Women of Color
www.csw.utk.edu

Camille Hall
Implementing diversity, equity, and inclusion

Andrea Joseph
Advancing racial equity in schools

Patricia Bamwine
Researching grief and bereavement

Carmen Foster
Engaging students through the Coalition of Black Social Workers

Javonta Williams Moss
Examining sexual trauma, human trafficking, and child abuse

Everyone You Need To Change the World
Inspiring the next generation of leaders and scholars

DEGREE PROGRAMS
BSSW|MSSW|PhD|DSW

MSSW CERTIFICATES
Veterinary|Trauma|Gerontology|Forensic

Virginia Tech College of Agriculture and Life Sciences
Office of Inclusion and Diversity
A community of courageous scholars.

We are visionaries, innovators, and collaborators who believe in social justice.

caus.vt.edu | @vtcaus

Virginia Tech College of Liberal Arts and Human Sciences
We need **EVERYONE** to tackle the complex problems before us.

**WE NEED YOU. JOIN US.**

At the Virginia-Maryland College of Veterinary Medicine we are committed to being international leaders in veterinary medicine, biomedical sciences, and public health to effectively serve in a pluralistic society. We are dedicated to fostering academic and work environments that embody intentional equity and inclusion practices.

JOIN US

For more information about our programs, initiatives, and career opportunities, contact Garry Morgan Director of Diversity, Equity, & Inclusion
gdmorgan@vt.edu | (540) 231-8787 | vetmed.vt.edu
Virginia Tech Engineering is working to solve complex global problems through an interdisciplinary and experiential approach. We are preparing the next generation of innovative engineers to be a force for change in our communities and beyond.

Departments
- Aerospace and Ocean Engineering
- Biological Systems Engineering
- Biomedical Engineering and Mechanics
- Chemical Engineering
- Civil and Environmental Engineering
- Computer Science
- Electrical and Computer Engineering
- Engineering Education
- Industrial and Systems Engineering
- Materials Science and Engineering
- Mechanical Engineering
- Mining and Minerals Engineering
- Myers-Lawson School of Construction
ONE OF THE LEADING
TEACHING, RESEARCH, AND EXTENSION
PROGRAMS IN THE UNITED STATES

Forestry
Fish and Wildlife
Conservation
Geography
Meteorology
Packaging Systems and Design
Sustainable Biomaterials
Water: Resources, Policy, and Management
cnre.vt.edu

undergraduate majors in mechanical engineering, robotics, and automotive engineering
interdisciplinary research includes biological sciences, robotics, nuclear engineering, advanced manufacturing, energy, and more
60+ full-time faculty
10 research centers, 32 labs
more at me.vt.edu

REIMAGINING
THE
FUTURE

• World-class faculty
• Flexible study options
• Scholarships & grants available

WOMEN’S CENTER
AT VIRGINIA TECH
206 WASHINGTON STREET
Blacksburg, Va 24060
540-231-7806
WWW.WOMENSCENTER.VT.EDU