CONNECT. SUPPORT. EMPOWER.

KEYNOTE SPEAKERS:
Prisca Dorcas Mojica Rodríguez
Dr. Katherine S. Cho
Dr. Tressie McMillan Cottom

FACULTY WOMEN OF COLOR IN THE ACADEMY NATIONAL CONFERENCE
APRIL 20-23, 2023
CONNECT. SUPPORT. EMPOWER
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, both locally and in western states and territories.

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 students, staff, and faculty recruitment and retention, diversifying course offerings, supporting Native American student organizations and events; and recognizing the growing needs of all Virginia tribes and supporting their sovereignty.

Labor Recognition

Virginia Tech acknowledges that its Blacksburg campus sits partly on land that was previously the site of the Smithfield and Solitude Plantations, owned by members of the Preston family. Between the 1770s and the 1860s, the Prestons and other local White families that owned parcels of what became Virginia Tech also enslaved hundreds of men, women, and children. We acknowledge that enslaved Black people generated wealth that financed the predecessor institution to Virginia Tech, the Preston and Olin Institute, and they also worked on construction of its building. We further acknowledge that Blacks in the local community played crucial roles in providing services and support to Virginia Tech students, faculty, and staff from its founding. Not until 1953, however, was the first Black student permitted to enroll. 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 11th annual Faculty Women of Color in the Academy Conference. Our goal this year is to help women connect, 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 program includes a lineup of outstanding keynote speakers including Prisca Dorcas Mojica Rodriguez, Dr. Katherine S. Cho, and Dr. Tressie McMillan Cottom. 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’s Inkwell will provide a half day retreat entitled Ready, Set, Flow. This retreat will give you the time you need to write and the strategy you need to make the most of your time. This 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 panel of Women of Color presidents representing diverse institutions. We are pleased to have Dr. Mary Dana Hinton, President of Hollins University, Dr. Susan Faircloth, Former Director of School of Education at Colorado State, Dr. Anisa M. Zvonkovic, Dean, College of Family and Consumer Sciences, University of Georgia, and Dr. Mercedes Ramírez Fernández, Vice President of the Office of Equity and Diversity, University of Minnesota.

Engaging workshops and poster exhibits prepared and delivered by our community of scholars 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 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 institutional sponsors. I thank them for their continued support.

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

#FWCA2023  #SheConnects  #SheSupports  #SheEmpowers  #SheMatters
Facebook @VTFWCA | Instagram @ FWCA_VT | Twitter @FWCA_VT
## 2023 Faculty Women of Color in the Academy National Conference

### Thursday, April 20

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>12:00pm - 1:00pm</td>
<td>Check in for Writing Retreat &amp; Lunch</td>
<td>Rosslyn Room</td>
</tr>
<tr>
<td>1:00pm - 4:00pm</td>
<td>Writing Retreat facilitated by Inkwell Academic Writing Retreats</td>
<td>Rosslyn Room</td>
</tr>
<tr>
<td>1:00pm - 4:30pm</td>
<td>Conference Registration and Check In</td>
<td>Outside of Rosslyn Room</td>
</tr>
<tr>
<td>5:30pm - 7:00pm</td>
<td>Welcome Reception &amp; Happy Hour presented by The University of Arizona</td>
<td>Skyview Terrace</td>
</tr>
<tr>
<td>7:00pm - Until</td>
<td>Explore D.C.! DMV Surrounding Area. You can find a selection of women and minority owned restaurants on the FWCA Website in the Conference Information tab.</td>
<td></td>
</tr>
</tbody>
</table>

### Friday, April 21

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00am - 7:45am</td>
<td>Sunrise Soul Healing Yoga led by Dr. Cre Dye</td>
<td>Pentagon Room</td>
</tr>
<tr>
<td>7:30am - 5:00pm</td>
<td>Conference Registration Desk Opens</td>
<td>Arlington Desk &amp; Pentagon Room</td>
</tr>
<tr>
<td>8:00am - 10:00am</td>
<td>Breakfast Buffet Available</td>
<td>Arlington Ballroom</td>
</tr>
<tr>
<td>9:00am - 9:45am</td>
<td>Official Conference Welcome featuring a performance by Angela’s Pulse</td>
<td>Arlington Ballroom</td>
</tr>
<tr>
<td>9:45am - 10:45am</td>
<td>Empower Hour: A Live Podcast Conversation about Hot Topics that Matter*</td>
<td>Arlington Ballroom</td>
</tr>
<tr>
<td></td>
<td>with Dr. Narketta Sparkman - Key, Dr. Archana A. Pathak, Dr. Sandra</td>
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<tr>
<td></td>
<td>Jowers-Barber, and Dr. Gabby McCollum presented by Indiana University - Purdue University Indianapolis</td>
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</tr>
<tr>
<td>10:45am - 11:00am</td>
<td>Break</td>
<td></td>
</tr>
</tbody>
</table>

* See speakers’ bios on Pages 15-16
Friday continued

11:00am - 12:00pm  Moderated Meet Ups: Academic Classification  
_Arlington Ballroom & Breakout Rooms_

12:00pm - 1:45pm  Lunch on your Own  
_Poster Gallery, Vendors Hall, Bookstore, and Recruitment Fair Open_  
_Foyer & Salon DEFGH_

1:45pm - 2:00pm  Reconvene in Arlington Ballroom  
_Arlington Ballroom_

2:00pm - 2:45pm  Concurrent Workshops  
_Breakout Rooms - Salons ABCJK_

3:00pm - 3:45pm  Concurrent Workshops  
_Breakout Rooms - Salons ABCJK_

4:00pm - 4:45pm  Concurrent Workshops  
_Breakout Rooms - Salons ABCJK_

5:00 - 6:30pm  FREE TIME  
_Poster Gallery (5pm-5:45pm),_  
_Vendors Hall, Bookstore, and Recruitment Fair Open_  
_Foyer & Salon DEFGH_

6:30pm - 8:30pm  Dinner with Opening Keynote Speaker Prisca Dorcas Mojica Rodríguez  
_presented by Rochester Institute of Technology_  
_Arlington Ballroom_

Prisca Dorcas Mojica Rodríguez was born in Managua, Nicaragua but calls Nashville, Tennessee home. She is a feminist, theologian, storyteller, and advocate.

Mojica Rodríguez got her Masters of Divinity from Vanderbilt University’s Divinity school in the Spring of 2015. She is a respected storyteller who has traveled across the USA telling stories to countless college and university students. Mojica Rodriguez merges storytelling with pedagogy to help folks understand the larger forces at play, also known as systemic oppression.

As a first generation Latina immigrant, her passion is in naming the experiences of first generation students navigating systems not built for them. As the oldest immigrant daughter, she explores the ways that sexism impedes the development of girls and women. As a graduate from a white
serving institutions she names systemic racism as a roadblock for success, and
decolonizes western notions of said success. Prisca also explores the relationship
between religious trauma through Christianity and white supremacy within the USA
empire, which is where her theological training really shines.

To date she has participated in the Young Adult anthology “Nevertheless, We
Persisted.” Recently Prisca also participated in an anthology edited by Lynda Lopez
titled, “The Fearless Rise and Powerful Resonance of Alexandria Ocasio-Cortez.”

She started the platform Latina Rebels in 2013, and currently it boasts over
300k organic followers online. She has been featured in Telemundo, Univision,
Mitú, Huffington Post Latino Voices, Guerrilla Feminism, Latina Mag, NBC, MTV,
Cosmopolitan, Everyday Feminism, PopSugar, and the list goes on. Because of
Prisca’s extensive body of work, she has also worked with the United Methodist
Church, National Endowment of the Arts, Smithsonian, NALAC, Planned Parenthood,
and was even invited for the Obama White House in 2016.

She is unapologetic, angry, and uncompromising about protecting and upholding the
stories of Latinx communities. Que viva la gente!

Currently, her first full length book with Seal Press a subsidiary of Hachette Book
Group, is out everywhere books are sold.

7:00pm - 7:15pm  NALFO Latina Sororities Group Photo
Back of Arlington Ballroom on Main Stage

8:30pm - 9:00pm  Book Signing at the Women of Color Bookstore powered by
Loyalty Bookstores
Bookstores - Salon D&E

FRIDAY’S WORKSHOPS

Salon K  LEADERSHIP
2:00pm - 2:45pm  Sister Circles: Cohort Circles and Their Impact on Retention and Well Being
Komalavalli Thirunavukkarasu, Ph.D., Marcia Allen Owens, J.D., Ph.D., and
Vanessa Pitts Bannister, Ph.D.

3:00pm - 3:45pm  We are ONE: Infusing a Culture of Care into your Team, Office, or Division
Cynthia S. Nicholson, Ph.D. and Denelle Wallace-Alexander, Ph.D.
2023 FACULTY WOMEN OF COLOR IN THE ACADEMY NATIONAL CONFERENCE

FRIDAY WORKSHOPS CONTINUED

Salon B
SCHOLAR ACTIVISM
2:00pm - 2:45pm  Apartheid in Higher Education: The Effects of Educational Violence on the Emotional Well-Being of Women of Color in Academia Silvia Caraballo and Ghislaine Radegonde-Eison, Ed.D.
3:00pm - 3:45pm  Comadres in Academia: Owning our Sense of Place and Space as Faculty of Color Yolanda Machado-Escudero, MSW
3:00pm - 3:45pm  Public Impact Scholarship: Communicating Research to Public Audiences Apryl Alexander, PsyD

Salon C
GRAD STUDENTS & EMERGING SCHOLARS
2:00pm -2:45pm  Not My Hill to Die On: Purpose Driven Strategies for Women of Color to Navigate Graduate School Danette Saylor, Ph.D., Bennetta Horne, Ph.D., Florastina Payton-Stewart, and Andrea S. Boyles, Ph.D.
3:00pm - 3:45pm  Relax, Relate, Release: Remembering How To Care For Yourself As A Graduate Student Nafeesah Harrison, QMHP, QSAP and Noreal F. Armstrong, PhD., LCMHCS, NCC
4:00pm - 4:45pm  Your Vibe Attracts Your Tribe: How to Expand Your Network and Increase Your Social Capital Ronicka Briscoe, Ph.D. and Sharalyynn Keju

Salon J
PERSONAL WELL-BEING
2:00pm - 2:45pm  Navigating the Academy at the Intersection of Woman of Color and Single Parenthood Dr. Tiffany Stoner-Harris, Dr. Asabi Dean, and Dr. LaShanta Williams
3:00pm - 3:45pm  I Am Not Your Superwoman: Prioritizing ME and Learning to Set Healthy Boundaries at a PWI Venessa A. Brown, Ph.D., Kimberly Carter, Ph.D., Regina Parnell, and Ariel Hooker Jones
4:00pm - 4:45pm  Can I Live? Navigating the Catch-22s and the Necessary No’s Erica R. Russell, Ph.D.

Salon A
CAREER DEVELOPMENT
2:00pm - 2:45pm  FWCA Support Building My Case for Tenure Shuntay Z. Tarver, Ph.D., MSW
3:00pm - 3:45pm  Own Your Awesomeness: How to Use Accomplishments, Self-Promotion, and Bragging as a Tool for Career Advancement Chanise Reese-Queen, Ed.D., MSA
4:00pm - 4:45pm  From Faculty to Administration: Assessing Your Skills and Gaining Relevant Experiences Tamara A. Johnson, Ph.D. and Celina Chatman-Nelson, Ph.D.
2023 FACULTY WOMEN OF COLOR IN THE ACADEMY NATIONAL CONFERENCE

Saturday, April 22

7:00am - 7:45am  Sunrise Soul Healing Yoga led by Dr. Cre Dye
                 Pentagon Room

7:30am - 5:00pm  Conference Registration Desk Opens
                 Lactation and Meditation Room Open
                 Arlington Desk & Pentagon Room

8:00am - 10:00am Breakfast Buffet Available
               Arlington Ballroom

9:00am - 9:30am  Morning Welcome featuring Angela’s Pulse
                 Arlington Ballroom

9:30am - 10:45am Centering Our Voices Through Writing: The Power of Narratives and
                 Storytelling with Dr. Michelle Jacob and Dr. Johanna Maes*, Moderated by
                 Dr. LaVerne Gray presented by George Mason University
                 Arlington Ballroom

10:45am - 11:00am Break

11:00am - 12:00pm Moderated Meet Ups: Region
                 Arlington Ballroom and Breakout Rooms

12:00pm - 2:00pm  Lunch with Keynote Speaker Dr. Katherine S. Cho
                  Arlington Ballroom

Katherine S. Cho is a scholar, educator, activist, and foodie enthusiast. Currently an assistant professor of higher education at Loyola University, Chicago, her research agenda centers on institutions—both in their potential for social justice and in their reality of maintaining systems of oppression and manifesting harm. Katherine’s work spans across campus activism; institutionalized racism; retention; labor; and flipping the narrative of “why aren’t students prepared for college” to “why aren’t colleges prepared for our students.” Her praxis and pedagogy are grounded in (re)humanizing education and challenging the ways academic socialization contributes to neoliberalism, competition, and constructed scarcity.
Prior to, Dr. Cho was an assistant professor at Miami University; a research analyst at the Higher Education Research Institute focusing on how colleges and universities increase the retention for marginalized and minoritized student populations; and a higher education administrator managing several student-leadership programs and worked for an educational nonprofit centered on service-learning and civic engagement. She has additionally worked as a teaching fellow, associate board member, mural artist, wedding coordinator, and calligrapher.

Dr. Cho received a Ph.D. and M.A. in Education from the University of California, Los Angeles; an M.A. in Sociology & Education from Columbia University, Teachers College; and a B.A. in Public Policy Studies from Duke University. She is an 2021 William T. Grant Advanced Quantitative Computational Scholar with the Institute in Critical Quantitative, Computation, and Mixed Methodologies; a 2019 National Academy of Education/Spencer Foundation Dissertation Fellow; and a 2019 Faculty First-Look Scholar. Dr. Cho enjoys taking care of her ever-growing plant collection and reading a great book or short story.

12:15pm - 12:30pm  NPHC Sororities Group Photo
*Arlington Ballroom on Main Stage*

2:00pm - 2:15pm  Break

2:15pm - 3:00pm  Concurrent Workshops
*Breakout Rooms - Salons ABCJK*

3:15pm - 4:00pm  Concurrent Workshops
*Breakout Rooms - Salons ABCJK*

4:00pm - 6:00pm  Free Time
Poster Gallery (5pm-5:45pm), Vendors Hall, Bookstore, and Recruitment Fair Open
*Foyer & Salon DEFGH*

6:00pm - 7:45pm  Plated Dinner and Achievement Awards Banquet
*Arlington Ballroom*

6:05pm - 6:20pm  NAPA APIDA Sororities Group Photo
*Arlington Ballroom Main Stage*

7:45pm - 9:00pm  Culture Cafe & Dessert Reception
*Salons ACJ*
## Saturday’s Workshops

**Salon A**
**CAREER DEVELOPMENT**
2:15pm - 3:00pm  
Showcasing our Scholarship: Crafting strong appraisal and promotion statements  
**Jenn Sanders, Ph.D.**

3:15pm - 4:00pm  
Amplifying Your Knowledge: From Side Hustle to Business Owner  
**Monica A. Coleman, Ph.D.** and **Takiyah Nur Amin, Ph.D.**

**Salon B**
**SCHOLAR ACTIVISM**
2:15pm - 3:00pm  
Why We Can't Afford to Sleep on Anti-Woke Legislation: A Fast-tracked Guide to Navigating Higher Education in the Classroom  
**Carleen Vincent-Robinson, JD, Ed.D.**, **Erica Caton, Ph.D.**,  
**Candice Ammons-Blanfort**, and **Maria Reid**

3:15pm - 4:00pm  
Writing Our Lives: Turning Service into Scholarship  
**Dr. Sherri Williams**, **Dr. Marcelle Haddix**, and **Dr. Dani Parker Moore**

**Salon C**
**GRAD SIS TRACK / CAREER DEVELOPMENT**
2:15pm - 3:00pm  
From Stress to Success: Self Care Strategies for Students and Professionals  
**Dr. Elizabeth M. Jarquín, LMFT**

3:15pm - 4:00pm  
Tools for Research: An Introduction to Tableau, Dedoose, and MAXQDA  
**Dr. Rhonda Erica Baylor**

**Salon J**
**PERSONAL WELL BEING**
2:15pm - 3:00pm  
Do you really know what you’re getting? Learn how to compare multiple job offers  
**Jennifer Joe, Ph.D.**, **CPA**

3:15pm - 4:00pm  
Saying No: The Ultimate Form of Self-Care  
**Nicole Pitterson, Ph.D.**

**Salon K**
**LEADERSHIP**
2:15pm - 3:00pm  
Building Our Own Table: Strategies for Women of Color to Break the Concrete Ceiling and Move Up the Leadership Ladder  
**Archana A. Pathak**, **Cleopatra Magwaro**, and **Mangala Subramaniam**

3:15pm - 4:00pm  
Traditional Leadership Theories Reframed: Moving Women of Color Experiences From “Margin” To “Center”  
**Ronicka Briscoe, Ph.D.**
2023 FACULTY WOMEN OF COLOR IN THE ACADEMY NATIONAL CONFERENCE

Sunday, April 23

8:00am - 8:30am  Morning Welcome Featuring Angela’s Pulse  
Arlington Ballroom

8:30am - 10:00am  Pathways to Leadership Panel with Dr. Mary Dana Hinton, Dr. Susan Faircloth, Dr. Mercedes Ramírez Fernández, and Dr. Anisa M. Zvonkovic, Moderated by Dr. Africa Hands presented by The University of Minnesota  
Arlington Ballroom

10:00am - 12:00pm  Brunch with Closing Keynote Speaker Dr. Tressie McMillan Cottom  
Arlington Ballroom

Dr. Tressie McMillan Cottom is an award-winning author, professor, and sociologist, whose work has earned national and international recognition for the urgency and depth of its incisive critical analysis of technology, higher education, class, race, and gender. Her most recent accolades include being named the 2023 winner of the Joseph B. and Toby Gittler Prize by Brandeis University for her “critical perspective and analysis of some of the greatest social challenges we face today.” She is a senior research professor with the Center for Information, Technology and Public Life at UNC-Chapel Hill, a New York Times columnist, and 2020 MacArthur Fellow. In 2023, McMillan Cottom ranked in the top 200 education scholars in the nation on Education Week’s “2023 Edu-Scholar Public Influence Rankings,” an annual list published by American Enterprise Institute director of education policy studies and Education Week blogger Frederick M. Hess.

McMillan Cottom earned her doctorate from Emory University’s Laney Graduate School in sociology in 2015. Her dissertation research formed the foundation for her first book Lower Ed: The Troubling Rise of For-Profit Colleges in the New Economy.

McMillan Cottom’s most recent book, THICK: And Other Essays, is a critically acclaimed Amazon best-seller that situates Black women’s intellectual tradition at its center. THICK won the Brooklyn Public Library’s 2019 Literary Prize and was shortlisted for the 2019 National Book Award in nonfiction.

Awards and Recognition

· MacArthur Foundation Fellow (2020)
· Public Understanding of Sociology Award, American Sociological Association (2020)
· National Book Award, Non-fiction Finalist for Thick: And Other Essays (2019)
· Brooklyn Public Library Literary Award, Non-fiction Winner for Thick: And Other Essays (2019)
· Virginia Commonwealth University, Outstanding Early Career Faculty Award (2018)
· Feminist Activist Scholar Award, Sociologists for Women in Society (2017)
· PhD Research Intern, Microsoft Social Sciences Research Labs, Cambridge, Mass. (2014)
2023 FACULTY WOMEN OF COLOR IN THE ACADEMY NATIONAL CONFERENCE

Sunday continued

12:00pm - 12:30pm  
**Book signing at the Women of Color Bookstore** powered by **Loyalty Bookstores**  
*Bookstore - Salons D & E*

12:15pm - 1:15pm  
**Moderated Meet Ups: Race & Culture**  
*Arlington Ballroom & Breakout Rooms*

1:00pm - 2:00pm  
**Final Hour** with Poster Presenters, Vendors, Recruiters, and Bookstore  
*Foyer & Salons DEFGH*

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**Poster Gallery Exhibition**

FWCA Poster Gallery  Friday April 21st - Sunday April 23  - Located in Salons F, G, H

<table>
<thead>
<tr>
<th>Title</th>
<th>Author(s)</th>
<th>Track</th>
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<tbody>
<tr>
<td>A Black Woman’s Guide to Mentoring: Being One and Finding One</td>
<td>Latonya Jackson, Ph.D.</td>
<td>Career Development</td>
</tr>
<tr>
<td>Helping College Students with Focus and Choices for Change: Using a Choice Theory Framework</td>
<td>Cynthia Mason, Ed.D. and Dr. Lori Mason-Bennett</td>
<td>Personal Well Being</td>
</tr>
<tr>
<td>Soul Food: A Recipe for Feeding Your Soul in the Academy</td>
<td>Bianca Augustine, Ph.D., CCTP, LPC</td>
<td>Personal Well Being</td>
</tr>
<tr>
<td>Strategies from an NSF ADVANCE Partnership in building social support systems with virtual Affinity Groups to connect and empower women faculty</td>
<td>Josephine Rodriguez, Ph.D., Sally Wasileski Ph.D., Wendy Poglobelski Ph.D., Karleen West Ph.D., Chavonda Mills Ph.D., and Darci Dembroski, M.S.Ed.</td>
<td>Personal Well Being</td>
</tr>
<tr>
<td>The Arts and Engagement in DEIA: A Consideration of Social and Economic Inequities</td>
<td>Kira Reed, Ph.D.</td>
<td>Scholar Activism</td>
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</tbody>
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Come and learn more from presenters on  
Friday from 5:00pm-5:45pm and on Saturday from 4:00pm-4:45pm.
### Poster Gallery Exhibition Continued

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<td>Latonya Jackson, Ph.D.</td>
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<tr>
<td>The Classism Career Experiences of Faculty of Color: Recognizing and Overcoming the Challenges</td>
<td>Claretha Hughes, Ph.D., MBA &amp; Shana Jones-Yarberry, Ed.D., PHR</td>
<td>Career Development</td>
</tr>
<tr>
<td>Watching and Waiting to Exhale: Affirming Black Women in Academia</td>
<td>Ayanna Lynch, Ph.D., Kim Brittingham Barnett, Ph.D. and Makeba Green, Ph.D.</td>
<td>Career Development</td>
</tr>
<tr>
<td>We are Raw Power! Everything we need is already within us.</td>
<td>Lacretia ‘Cre’ Dye Ph.D., Monica Galloway Burke, Ph.D., &amp; Rhemma Payne, PhD.</td>
<td>Personal Well Being</td>
</tr>
<tr>
<td>Where are all the Filipinas? Finding Each Other and Finding Affirming Space in the Academy</td>
<td>Leslie Duhyalongsood and Annabelle Estera</td>
<td>Personal Well Being</td>
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### Virtual Workshops & Posters

#### On Demand Workshops

<table>
<thead>
<tr>
<th>Workshop Title</th>
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<tbody>
<tr>
<td>A Feminist Perspective of Tenure and Promotion for Faculty that Identify as Female and Mothers: Implications for Women in the Academy</td>
<td>Samantha Airhart-Larraga, Ph.D., LPC-S, LCDC, NCC</td>
<td>Scholar Activism</td>
</tr>
<tr>
<td>Combatting Imposter Syndrome with Self-Care and Self-Reflexivity</td>
<td>Laura Hallberg, Ed.D. and Louise J. Santiago, Ph.D.</td>
<td>Personal Well-Being</td>
</tr>
<tr>
<td>For Us, By Us, Near Us, to Liberate Us: Black Feminist Praxis in the Housing Justice Movement</td>
<td>Tracy Beard, M.A.</td>
<td>Scholar Activism</td>
</tr>
<tr>
<td>Leveraging Mentorship for Early Career Development of Black Women</td>
<td>Evette Allen Moore, Ph.D.</td>
<td>Career Development</td>
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</tbody>
</table>

All On-Demand Workshops and Digital Posters are available to in-person attendees starting at the beginning of conference weekend. All Live Virtual Workshops will be recorded and made available to conference attendees starting after the conference weekend.
## On Demand Workshops Continued

<table>
<thead>
<tr>
<th>Workshop Title</th>
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<tbody>
<tr>
<td>Live Virtual Workshops</td>
<td>Dr. Larrisha McGill-Youngblood, Dr. Tamika Williams, Dr. Kenethia Fuller, and Ms. Tyler Clark</td>
<td>Scholar Activism</td>
</tr>
<tr>
<td>Medical Apartheid: What the Overtun of Roe Versus Wade Means For Marginalized and Women of Color</td>
<td>Dr. Felecia Harris, Ed.D.</td>
<td>Scholar Activism</td>
</tr>
<tr>
<td>Quiet Quit with A Sabbatical: A Plan for Recovery</td>
<td>Keisha Thompson, Ph.D.</td>
<td>Personal Well-Being</td>
</tr>
<tr>
<td>Show Them Who We Are: A Liberation Toolkit for Scholar Advocacy</td>
<td>Lilanta Bradley, Ph.D and Wanda M. Burton, Ph.D</td>
<td>Scholar Activism</td>
</tr>
<tr>
<td>Tiny, but Mighty! Creating Brave Spaces at Predominantly White Institutions: FWCA Conference Delegation as a Model for Community Building</td>
<td>Sherley Cruz, JD, Lyndsey Hornbuckle, Ph.D, and Javiette Samuel, Ph.D.</td>
<td>Leadership</td>
</tr>
<tr>
<td>What Faculty Women of Color Should Know about the Student Loan Forgiveness Process</td>
<td>Sabrina Edwards, Ed.D.</td>
<td>Personal Well-Being</td>
</tr>
<tr>
<td>Yes You Can! Understanding the Fulbright Specialist Program Application and Matching Process</td>
<td>Amirah Nelson</td>
<td>Career Development</td>
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</table>

Pearl Sponsor Presentation: George Mason University
Pearl Sponsor Presentation: University of Arizona
### Digital Posters

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<tbody>
<tr>
<td>Authentically Me: Navigating Academia as Our Whole Selves</td>
<td>Ramarra Garrett, Ph.D and Cierra Presberry, Ph.D.</td>
<td>Personal Well-Being</td>
</tr>
<tr>
<td>Exploring Ways Relational Cultural Theory and Black Feminist Theory Can Inform Our Strategies to Support BIPOC Scholar Retention and Success in Higher Education</td>
<td>Nubian Sun and Karin DeLeon, MSW</td>
<td>Scholar Activism</td>
</tr>
<tr>
<td>Paying it Forward: The Meaningful Impact of Mentorship</td>
<td>Noreal Armstrong, PhD, LCMHCS, NCC, LCDC and Tora Kincaid, NCC, LCMHC, LCASA, C-PD, CTMH</td>
<td>Leadership</td>
</tr>
<tr>
<td>Reclaiming Your Pedagogical Joy: Writing a Teaching Statement for Reflection and Renewal</td>
<td>Denise Leonard, Ph.D.</td>
<td>Career Development</td>
</tr>
<tr>
<td>Self-Care Isn’t Selfish: A Womanist Perspective</td>
<td>Sharlene Allen, Ed.D., LCSW-C</td>
<td>Personal Well-Being</td>
</tr>
<tr>
<td>We all know it but we don’t change it?: Bullies in Academia: How do we deal with toxic power?</td>
<td>Dilan Okcuoglu</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 Advancement</td>
</tr>
<tr>
<td>Winning on the Road: A Professional Playbook</td>
<td>Ronicka Briscoe, Ph.D.</td>
<td>Career Development</td>
</tr>
</tbody>
</table>

### Live Virtual Workshops

<table>
<thead>
<tr>
<th>Workshop Title</th>
<th>Presenter(s)</th>
<th>Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>Y’all Ain’t Gon Kill Me: Radical Self Care as Resistance, Agency, and Liberation</td>
<td>Michelle Meggs, DA</td>
<td>Personal Well-Being Thursday at 4:15pm</td>
</tr>
<tr>
<td>Dear Scholar Activist, You’re Building A New World</td>
<td>Angela Gay-Audre, MA</td>
<td>Scholar Activism Thursday at 5:15pm</td>
</tr>
<tr>
<td>Embracing the Inner You: How to Practice Self-Love in the Midst of Competing Priorities without Guilt or Shame</td>
<td>Charnika P. Elliott</td>
<td>Personal Well-Being Friday at 1pm</td>
</tr>
<tr>
<td>#PleasureProjects: Black Women Graduate Students’ Pleasure and Agency on Digital Platforms</td>
<td>Symone McCollum, M.Ed.</td>
<td>Grad Student &amp; Emerging Scholar Friday at 2pm</td>
</tr>
</tbody>
</table>
Live Virtual Workshops Continued

<table>
<thead>
<tr>
<th>Workshop Title</th>
<th>Presenter(s)</th>
<th>Track</th>
</tr>
</thead>
<tbody>
<tr>
<td>Diversifying the academy through interactions with Black female undergraduates.</td>
<td>Kem Smith, Ed.D, MFA, MA, BBA</td>
<td>Scholar Activism Friday at 3pm</td>
</tr>
<tr>
<td>Negotiating Success and Well-being: The Art of Saying NO (and YES)</td>
<td>Michele Williams, Ph.D.</td>
<td>Career Development Friday at 4pm</td>
</tr>
<tr>
<td>Redefining Strength: Finding the Balance between Healing, Rest, and Achievement for Women of Color in the Academy</td>
<td>Shayla Walker, LCSW</td>
<td>Personal Well Being Friday at 5pm</td>
</tr>
<tr>
<td>The Art of Networking: Building Meaningful Connections Outside of the Classroom</td>
<td>Anayah Walker, M.A.</td>
<td>Grad Student &amp; Emerging Scholar Saturday at 2:3pm</td>
</tr>
<tr>
<td>Women of Color Warriors: Pedagogy of Transcendence, A Conceptual Framework for Healing and Thriving</td>
<td>Darlene Russell &amp; Tabora Johnson Ferguson</td>
<td>Scholar Activism Saturday at 3:30pm</td>
</tr>
<tr>
<td>Building Wealth Beyond Retirement</td>
<td>Ruby Taylor, MSW</td>
<td>Personal Well-Being Saturday at 4:30pm</td>
</tr>
</tbody>
</table>

All On-Demand Workshops and Digital Posters are available to in-person attendees starting at the beginning of conference weekend. All Live Virtual Workshops will be recorded and made available to conference attendees starting after the conference weekend.

FEATURED SPEAKER BIOS

Dr. Sparkman-Key, Narketta Sparkman-Key, PhD
Associate Provost, Office of Academic Affairs
James Madison University better known as Dr. Key, has been drawn to helping others in innumerable capacities. This passion led her to pursuing her B.A. in Sociology, M.A. in Liberal Studies, and Ph.D. in Human Services. Her undeniable commitment to education is evidenced by over a decade of experience in academia. Dr. Key has effortlessly advanced in her professional pursuits and is now a full tenured professor in Learning Technology and Leadership Education and the Associate Provost for Inclusive Strategy and Equity Initiatives at James Madison University (JMU). Her compelling aspiration to strategically promote diversity, equity, and inclusion initiatives; intentionally create inclusive cultures; and advocate for marginalized populations is evident in all she does at James Madison University. Prior to her arrival at JMU, Dr. Key was a tenured Associate Professor of Counseling and Human Services and Academic Affairs Director of Faculty Diversity and Retention at Old Dominion University.

EMPOWER HOUR
Archana A. Pathak, Ph.D. Interim Assistant Vice Provost, Faculty Affairs Office of the Provost & Associate Professor - Dept. of Gender, Sexuality & Women’s Studies, Virginia Commonwealth University is a diasporic feminist scholar-activist who examines issues of race, class, gender, sexuality, and nationality from a social justice perspective. Academically trained in intercultural communication and qualitative research methodologies, she utilizes autoethnography to explore how we tell ourselves and each other who we are. Her TEDx Talk “Embracing My Superpower: Living in the In-Between”, is based on her scholarly work on immigration, gender and race. She has also co-authored a staged reading, “A Canary’s Call: dismantling the ‘master’s house’”, which is a satirical look at the experiences of women of color in academia through her work with The Conciliation Project. She currently serves as the Interim Assistant Vice Provost for Faculty Affairs in the Office of the Provost at Virginia Commonwealth University, where is also an associate professor in the Department of Gender, Sexuality, and Women’s Studies.

Sandra Jowers-Barber, PhD
Division Director, Division of Humanities and Criminology
University of the District of Columbia Community College received her PhD in History, MA in Public History and BA in English from Howard University. Her chapter, Leadership at the Community College: Supporting and Celebrating the Diversity of Community in the forthcoming Dear Department Chair: Letters from Black Women to the Next Generation of Academic Leaders (Wayne State University Press, 2023) shares experiences learned as a servant leader. Her research focuses on documenting African American deaf history. Sandra serves on the boards of the Center for Black Deaf Studies at Gallaudet University and VOCA (Visionaries of the Creative Arts) an organization that supports deaf actors of color. She is a member of Delta Sigma Theta Sorority, Incorporated and a life member of the Association of Black Women Historians.

Gabby McCollum, Ed.D. is the Associate Dean and Director for New Students and Family Programs within the division of Students Affairs at Virginia Tech. Gabby has served the Hispanic/Latinx Caucus by holding offices as a chair and representative in the Commission on Equal Opportunity and Diversity (CEOD). From 2020-2022, Gabby served on the executive board for CEOD, as chair-elect and chair, where she represented university wide efforts centered on equity and diversity. Gabby is passionate about creating a welcoming and inclusive environment for all new students and their families. Gabby holds a Bachelor’s degree from Florida Gulf Coast University in Psychology, a Master’s Degree from Virginia Tech in Education, and a doctorate in Educational Leadership from Georgia Southern University.
Dr. Michelle M. Jacob (Yakama) loves imagining and working toward a future in which kindness, fierceness, and creativity saturate our lives and institutions in delicious and inviting ways. Dr. Jacob does this in her popular The Auntie Way Writing Retreats and Anahuy Mentoring professional development workshops, in which she draws from her Yakama cultural teachings to encourage and support attendees in developing clear visions that bring about radical and sustainable social justice. Dr. Jacob is a member of the Yakama Nation and is Professor of Indigenous Studies and Co-Director of the Sapsik’wałá Program at the University of Oregon where she's also Affiliated Faculty in Indigenous, Race, and Ethnic Studies and in Environmental Studies. Michelle has published eight books and numerous articles in peer-reviewed journals. Her research interests include: Indigenous methodologies, education, and Native feminisms.

Johanna B. Maes, Ph.D. - Associate Teaching Professor
Dr. Maes has twenty-five years of experience in K-12, higher education and in the non-profit sector. She has developed, implemented, and evaluated innovative curricula, experiential educational initiatives and trainings that focus on multiculturalism, inclusivity, gender bias, and culturally competent teaching methods for audiences ranging from K-12 and university students, to nonprofit and business executives, to school administrators. In addition to being an Independent Education Consultant Dr. Maes is also an instructor at the University of Colorado Boulder’s School of Education's Multicultural Leadership Scholars Program. She has developed and implemented curricula on topics including multicultural education, race/ethnicity/privilege, cultural competency, Ethnic Studies, multicultural leadership development, service learning, and social justice. Dr. Maes has co-authored a number of academic articles relating to issues of education inclusivity, transformational leadership, women in leadership, action research methods, and Latina academic achievement. Dr. Maes is co-editor of the book Journeys of Social Justice: Women of Color Presidents in the Academy which was released in 2017.
Dr. Mary Dana Hinton - President, Hollins University

Dr. Mary Dana Hinton is the 13th president of Hollins University in Roanoke, Virginia, and President Emerita of the College of Saint Benedict in St. Joseph, Minnesota. An active and respected proponent of the liberal arts and inclusion, her leadership reflects a deep and abiding commitment to educational equity and the education of women. Her scholarship focuses on higher education leadership, strategic planning, the role of education in peace building, African American religious history, and inclusion in higher education. She is the author of The Commercial Church: Black Churches and the New Religious Marketplace in America and a frequent op-ed contributor across higher education publications. Her new book, Leading from the Margins: College Leadership from Unexpected Places, will be published by Johns Hopkins University Press.

Dr. Susan Faircloth - Former Director, School of Education, Colorado State

Dr. Susan C. Faircloth (an enrolled member of the Coharie Tribe of North Carolina) is a professor in the School of Education at Colorado State University. Dr. Faircloth’s research interests include Indigenous education, the education of culturally and linguistically diverse students with special educational needs, and the moral and ethical dimensions of school leadership. Dr. Faircloth is the editor of Oxford Bibliographies in Education, senior associate editor of the American Journal of Education, Associate Editor of AERA Open, and a member of the editorial board of the Journal of American Indian Education. She attributes her pathway into education to her parents, Gene and Marie Faircloth, and her tribal elders. According to Dr. Faircloth, “they knew I was destined to be an educator long before I did”. 
FEATURED SPEAKER BIOS

PATHWAYS TO LEADERSHIP

Dr. Anisa M. Zvonkovic - Dean, College of Family and Consumer Sciences, University of Georgia

Dean Zvonkovic is the Chief Academic and Administrative Officer of the College with responsibility for all instructional, research, and outreach programs. Dr. Zvonkovic’s research has focused on how people manage work demands with their personal lives and has focused on specific occupations and demands. She is the 2020 recipient of the Alexis J. Walker Lifetime Achievement Award from the National Council on Family Relations. Prior to becoming a full-time administrator, she was continuously externally funded for her work, with funding from the National Institutes of Health, the Department of Defense, the United States Department of Agriculture, the National Institute of Food and Agriculture, the National Oceanic and Atmospheric Administration, and smaller programs and foundations.

Dr. Mercedes Ramírez Fernández - Vice President, Office of Equity and Diversity, University of Minnesota

Dr. Ramírez Fernández has more than 20 years of experience in higher education administration. She is recognized for her leadership on issues of diversity and campus climate at several leading universities, and specializes in higher education curriculum, institutional models that support student success, strategic enrollment management, and assessment. Dr. Ramírez Fernández served as the Richard Feldman Vice President for Equity and Inclusion and Chief Diversity Officer at the University of Rochester, recruited to open the University’s inaugural Office of Equity and Inclusion and to serve as the institution’s first chief diversity officer. Prior to Rochester, she served as Associate Vice Provost for Strategic Affairs and Diversity at Virginia Tech. Dr. Ramírez Fernández earned a doctorate in Higher Education Management from the University of Pennsylvania, an MA in Counseling and Human Development from the University of Iowa, and a BA in Psychology with a concentration in Spanish Literature from the University of Puerto Rico.
2023 FACULTY WOMEN OF COLOR IN THE ACADEMY NATIONAL CONFERENCE

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Learn more
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The Faculty Women of Color in the Academy National Conference

Dr. Lisa Coleman & Dr. Karen Jackson-Weaver salute

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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.

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.
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Conference Reflections

• List the name & email of 3 women you plan to follow up with after conference weekend.

• List 2 women you plan to invite to next year’s conference.

• List your #1 favorite part of FWCA 2023.

Conference Notes

Old Dominion University, located in Norfolk, is Virginia’s forward-focused public doctoral research university with more than 23,000 students, a top R1 research ranking, rigorous academics, an energetic residential community and initiatives that contribute $2.6 billion annually to Virginia’s economy.
Conference Notes
FWCA is the leading professional development conference for women of color in higher education. Faculty members, college administrators, graduate students, independent scholars, and even university presidents come from across the United States for a dynamic four-day experience each spring. Women engage in critical and culturally relevant dialogue that builds resilience and grit as we navigate pathways to success and career advancement in academia. The FWCA tri-pillars are to connect, support, and empower women of color who serve within or adjacent to the academy.

If you would like to join our network and get personalized updates and outreach, email us at FWCA@VT.edu.

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