Table of Contents

2  Greetings - Faculty Women of Color in the Academy

3  2015 Faculty Women of Color in the Academy Conference Planning Committee

4  I Hotel and Conference Map

5  Conference Schedule

8  Faculty and Post-Doctoral Track

12  Higher Education Administrator Track

16  Graduate Student Track

22  Keynote Speakers

24  Performers

26  Campus Sponsors

27  External College/University Sponsorship

35  Special Thanks

On behalf of the University of Illinois at Urbana-Champaign, it is my great pleasure to welcome you to this second annual conference on Faculty Women of Color in the Academy. Building on the success of last year’s inaugural event we are excited to see where the discussions, debates and presentations that begin here will lead the entire Academy.

On a daily basis, in our state, across the nation, and around the world, we see conflicts and debates arising around issues of cultural equality, gender, race and international identity. And what we have really begun to understand only relatively recently is just how complex these issues are – and how tightly they wrap into and around everything from economic and social development to geopolitical change and even areas like environmental sustainability.

Unfortunately, it also seems that even as we begin to grasp the implications of the scale and complexity, it has become more difficult to even talk about these issues in meaningful and respectful ways. If we can’t inject these serious conversations into the public discourse – if we can’t, for all practical purposes, even talk about them - how can we ever hope to address them?

That’s the role our universities must fill. We have a responsibility to be the place where these conversations begin and where robust debate can really take root. We need to be the incubators of discourse where gender, race, international origin and religious beliefs aren’t separating mechanisms, but the generators of collectively better ideas and practices for everyone.

We need to lay the groundwork to ready our universities to embrace these changes and to realize the full intellectual potential of this next great influx of new ideas, new cultural identities and new approaches to education. Those of you here for this conference are the ones actively doing that work. This is, of course, on top of the traditional scholarly and teaching demands your institution and your disciplinary fields place on your shoulders.

Whether a graduate student, a new faculty member or a senior professor, we are putting the same request before you. We are asking you to be academic leaders and also personal innovators in a higher education system that can sometimes be slow to embrace significant change. These are significant and challenging expectations and the work is hard as you know.

Phyllis M. Wise
Chancellor, University of Illinois at Urbana-Champaign
Vice President, University of Illinois
Dear Sisters in the Academy,

Welcome to the Faculty Women of Color in the Academy Conference! This conference provides a wonderful space for professional development, personal development, and community building. As the representation of sisters in the academy continues to increase, challenges remain for us in many institutions. Faculty, post-docs, graduate students, and administrators often share similar struggles as women of color in the academy. We exist in complicated spaces in which we are often mentoring and supporting others, while simultaneously navigating our own difficult (and often lonely and isolating) journeys in challenging political and social environments.

This conference, then, has been designed to respond to the unique needs of faculty, graduate students, post-docs, and administrators. Its goal is to serve as a venue and space for dialogue, discussion, and debate. At the same time, we hope that women of color scholars will take this opportunity to connect with one another and support each other. Our goal is to empower ourselves as we pursue excellence within the academy. Let’s make it happen!

On behalf of the planning committee, thank you so much for coming.

Menah Pratt-Clarke, J.D., Ph.D.
Associate Chancellor/Associate Provost
Associate Professor in Educational Policy, Organization and Leadership
2015 FWCA Conference Chair
### 2015 Faculty Women of Color in the Academy Conference Planning Committee

**Conference Chair**

- **Menah Pratt-Clarke**
  - Associate Chancellor, Associate Provost, Office of the Chancellor

**Coordinator**

- **Medra Roberts-Southerland**
  - Senior Diversity Initiatives Specialist, Office of Diversity, Equity, and Access

**Committee Members**

- **Janice Collins**
  - Assistant Professor, Department of Journalism
- **Nicole Cooke**
  - Assistant Professor, Graduate School of Library and Information Science
- **Ashley Davis**
  - Assistant Director, Bruce D. Nesbitt African American Cultural Center
- **Mercedes Ramírez Fernández**
  - Interim Assistant Chancellor/Assistant Provost for Student Diversity
- **Karen Flynn**
  - Associate Professor, Gender and Women’s Studies
- **April Grice**
  - Coordinator, Kansas State University
- **Denise Hood**
  - Assistant Professor, Education Policy, Organization and Leadership
- **Princess Imoukhuede**
  - Assistant Professor, Department of Bioengineering
- **Heidi Johnson**
  - Director, Office of Diversity, Equity, and Access
- **Denise Loyd**
  - Associate Professor, Department of Business Administration
- **Desiree Y. McMillion, M.Ed.**
  - Department of African American Studies and Graduate Student College of Education
- **Leslie Morrow**
  - Lesbian, Gay, Bisexual, and Transgender Resource Center and Assistant Dean of Students
- **Yoon Kyung Pak**
  - Associate Professor, Core Faculty – Asian American Studies, Director of Doctoral Graduate Programs, Education Policy, Organization and Leadership
- **Rema Reynolds**
  - Assistant Professor, Education Policy, Organization and Leadership
- **Rochelle Sennet**
  - Assistant Professor, School of Music
- **Tiffany Barnett White**
  - Associate Professor, Department of Business Administration
- **Trina J. Wright-Dixon, Ph.D.**
  - Assistant Director, Office of Diversity, Equity; and Access
Conference Schedule

Friday, April 10

11:00am - 8:30pm  Conference Registration  
I Hotel and Conference Center,  
North Lobby Front Desk

12:00pm - 1:30pm  Light Lunch and Refreshments  
Chancellor Ballroom

1:30pm  Conference Opening  
Chancellor Ballroom
Welcome - Menah Pratt-Clarke,  
J.D., Ph.D., Associate Chancellor  
and Associate Provost, University of  
Illinois at Urbana-Champaign  
Remarks - Phyllis Wise, Ph.D.,  
Chancellor, University of Illinois at  
Urbana-Champaign  
Presentation – The Ph.D. Project, Tiffany Barnett White,  
Associate Professor of Business Administration, University of Illinois at  
Urbana-Champaign

2:00pm - 5:30pm  Faculty & Post-Doctoral Track  
Chancellor Ballroom
Writing, Procrastination, and Resistance: How to Identify Your Writing Blocks and Move Through Them  
Kerry Ann Rockquemore, Ph.D., National Center for Faculty Development and Diversity (NCFDD)

Friday, April 10

2:00pm - 3:00pm  Concurrent Workshops A, B, C

2:00pm - 3:00pm  Graduate Student Track
Workshop A | Technology  
Crossing the Finish Line: Finishing Grad School  
Sandra Rodriguez-Zas, Ph.D. Professor of Statistical Genomics and Bioinformatics  
Department of Animal Sciences (ACES), University of Illinois at Urbana-Champaign

3:00pm - 3:15pm  Break

3:15pm - 4:15pm  Workshop B | Lincoln  
Starting a New Race: Visioning a Career  
Isabel Molina-Guzmán Associate Professor for Gender and Associate Professor for Institute of Communication Research Department of Media and Cinema Studies University of Illinois at Urbana-Champaign

4:15pm - 4:30pm  Break

4:30pm - 5:30pm  Workshop C | Quad  
Getting a Running Start on the Tenure-Track: Knowing the Rules of the Game  
Yoon Pak, Associate Professor Education Policy, Organization and Leadership, University of Illinois at Urbana-Champaign
# Conference Schedule

## Friday, April 10

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>2:00pm - 3:45pm</td>
<td>Higher Education Administrator Track&lt;br&gt;Workshop A</td>
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<tr>
<td>3:45pm - 4:00pm</td>
<td>Break</td>
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<tr>
<td>4:00pm - 5:30pm</td>
<td>Workshop B</td>
</tr>
<tr>
<td>5:30pm - 6:30pm</td>
<td>Welcome Reception &amp; Networking&lt;br&gt;I Hotel and Conference Center, North Lobby Front Desk&lt;br&gt;Entertainment, networking, light refreshments</td>
</tr>
<tr>
<td>6:30pm</td>
<td>Dinner&lt;br&gt;Illinois Ballroom</td>
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<tr>
<td>7:30pm</td>
<td>Introduction of Keynote Speaker</td>
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<tr>
<td>7:45pm</td>
<td>2015 FWCA Keynote Speaker&lt;br&gt;Women of Color in the Academy: Lessons Learned Through a Mother’s Journey from Sharecropping to the Academy&lt;br&gt;Menah Pratt-Clarke, J.D., Ph.D., Associate Chancellor and Associate Provost, University of Illinois at Urbana-Champaign</td>
</tr>
<tr>
<td>8:45pm</td>
<td>Question &amp; Answer</td>
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<tr>
<td>9:30pm - 10:30pm</td>
<td>Book Signing</td>
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## Saturday, April 11

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:30am - 4:00pm</td>
<td>Conference Registration&lt;br&gt;I Hotel and Conference Center, North Lobby Front Desk</td>
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<tr>
<td>7:30am - 8:50am</td>
<td>Networking Breakfast&lt;br&gt;Illinois Ballroom</td>
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<tr>
<td>8:15am - 9:00am</td>
<td>Open Forum&lt;br&gt;Women of Color in the Academy, Freedom of Speech and Academic Freedom</td>
</tr>
<tr>
<td>9:00am - 12:00pm</td>
<td>Faculty &amp; Post-Doctoral Track&lt;br&gt;Illinois Ballroom&lt;br&gt;Solo Success: How to Thrive in the Academy When You’re the Only ______ in Your Department&lt;br&gt;Kerry Ann Rockquemore, Ph.D., National Center for Faculty Development and Diversity (NCFDD)</td>
</tr>
</tbody>
</table>
Saturday, April 11

Concurrent Workshops A, B
9:00am - 10:30am

**Higher Education Administrator Track**

**Workshop A | Knowledge**

_Navigating the Landscape: How to Avoid Land Mines_

Geneace Williams, J.D., Ph.D., OLW Communications, Inc.

10:30am - 10:45am  **Break**

10:45am - 12:00pm  **Workshop B | Innovation**

_Seven Practical Principles for Charting your Course in Higher Education Administration_

Devona Pierre, Ed.D., Diversity and Equal Opportunity Consultant University of South Florida

12:00pm  **Lunch**

Illinois Ballroom

1:00pm  **Introduction of Speaker**

Mercedes Ramírez-Fernández, Ph.D., Interim Assistant Chancellor/Assistant Provost for Student Diversity

1:15pm  **Keynote Speaker**

Illinois Ballroom

_Traversing the Unknown: Journey of a Woman of Color Professor_

Caroline Sotello Viernes Turner, Ph.D., Professor, Educational Leadership & Policy Studies, California State University, Sacramento, President, Association for the Study of Higher Education (ASHE)

Saturday, April 11

2:15pm  **Question & Answer**

Illinois Ballroom

2:30pm  **Closing Remarks**

Illinois Ballroom

_Menah Pratt-Clarke, J.D., Ph.D., Associate Chancellor and Associate Provost, University of Illinois at Urbana-Champaign_

2:45pm - 3:00pm  **Break**

3:00pm - 5:00pm  **Colloquium Break-Out Groups**

Illinois Ballroom

_Share, learn, and discuss new ideas, projects, experiments and technologies with colleagues in your field or research on similar topics._

**Discipline/Research**

- Faculty, Post-Doctoral and Graduate Students

Illinois Ballroom

Discussion Groups for Liberal Arts, Fine Arts, STEM and Professional.

**Issues in Higher Education**

- Higher Education Professional

Illinois Ballroom

Discussion groups on hot topics in higher education

5:00pm  **Departure**
Kerry Ann Rockquemore, PhD is President and CEO of the National Center for Faculty Development & Diversity. Her scholarship has focused on interracial families, biracial identity, and the politics of racial categorization. She is author of two important books: Beyond Black and Raising Biracial Children, as well as over two dozen articles and book chapters on multiracial youth. After Dr. Rockquemore became a tenured professor, her focus shifted to improving conditions for pre-tenure faculty by creating supportive communities for writing productivity and work/life balance. Her award-winning work with under-represented faculty led to the publication of her most recent book: The Black Academic’s Guide to Winning Tenure Without Losing Your Soul. Dr. Rockquemore provides workshops for new faculty at colleges across the US, writes a weekly advice column for Inside Higher Ed, and works with a select group of new faculty each semester in the Faculty Success Program.

**Faculty and Post-Doctoral Track**

**Friday, April 10**

**Chancellor Ballroom | 2:00pm**

*Writing, Procrastination, and Resistance: How to Identify your Writing Blocks and Move Through Them*

Kerry Ann Rockquemore, Ph.D.  
National Center for Faculty Development and Diversity (NCFDD)

**Description**

Do you keep putting off your writing and waiting for large blocks of uninterrupted time to get it done? Do you regularly engage in procrastination and avoidance when it comes to your writing projects? Have you ever wondered why it is that you really want to write, but just don’t do it until there’s a looming external deadline?

In this workshop, participants will learn:

- What resistance is and why academic writers experience it in pursuit of work we want and need to complete.
- How to identify what’s holding you back from writing and completing your _______ (article, dissertation, book manuscript, grant proposal, etc...).
- The three most common types of writing blocks and how to move around them.
- How to create the types community, support and accountability for your writing that will help you to move from resistance into writing.

**Saturday, April 11**

**Illinois Ballroom | 9:00am**

*Solo Success: How to Thrive in the Academy when You’re the Only _________ in Your Department*

**Description**

Under-represented faculty commonly describe:

- Feeling over-whelmed by service requests related to diversity
- Pressure to serve as role models, advisors and mentors to all _______ students
- Struggling to respond effectively to classroom dynamics that are shaped by race, class and gender
- Lack of support network, community, mentors, and sponsors
- Mixed messages about the best use of their time on campus

The Solo Success Workshop is specifically designed to address the unique concerns of under-represented faculty members. Specifically, participants learn to:

- Identify the common challenges under-represented faculty face on the tenure-track
- Identify the three biggest mistakes under-represented faculty make
- Specific strategies for increasing productivity, serving strategically, teaching efficiently, and building strong and healthy professional relationships
- Identify why and how to connect with communities of support and accountability
As the most diverse College on campus, we are proud to support the Faculty Women of Color in the Academy Conference.

Welcome to all participants!

We value the rich conversations, diverse opinions, and thoughtful dialogues you bring to our Illinois family.
empowered AND empathetic

At the University of Wisconsin-Eau Claire we believe a campus and curriculum animated by diverse perspectives deepens the educational experience. We support the diverse teaching, research and creative activities of our instructors and seek to model the values of social justice, equity, inclusivity and empathy for our students. And that’s powerful stuff.
The University of Illinois recognizes and embraces the power in diversity — it is invaluable to the innovation and excellence of our scholars. Traditionally, graduate-level enrollment of ethnic and racial minorities has not properly reflected the demographics of contemporary society. Addressing this critical need, the Graduate College has taken the initiative to broaden participation in graduate education by offering resources and opportunities to students from historically underrepresented populations. Visit us at www.grad.illinois.edu/diversity.

If you would like more information about these programs, please feel free to contact:

- Assata Zerai, Associate Dean Graduate College
  azerai@illinois.edu
- Ave M. Alvarado, Director of Educational Equity Programs
  amalvara@illinois.edu
- Daniel Wong, Coordinator for Summer Research Programs and SPI Mentoring
  dswong@illinois.edu

Outreach and Recruiting

- Summer Research Opportunities Program (SROP) June 1-31, 2015
- Research Experience for Rising Seniors (for your students)
- Showcasing Exceptional Talents of the Next Generation of Scholars
- ASPIRE September 20-22, 2015
- Fall Campus Visit and Early Application Program (for your students)

Transitioning and Supporting

- Summer Pre-Doctoral Institute (SPI) June 3-31, 2015
- Early Orientation and Research Experience (for admitted students)
- Fellowship Support (for your students)
- SPI Mentoring
  Continued Mentoring for SPI Fellows

Fostering Alliances beyond Illinois

- Illinois Partners for Diversity (IPD) October 4-6, 2015
- Fostering Inter-Institutional Collaboration (for faculty and administrators)
- Building Alliances to Diversify Graduate Education (BADGE)
  Travel Funds to Forge Strategic Relationships (for Illinois faculty)
- Broadening Participation in Graduate Education (BPGE)
  Best Practices and Recruitment Ideas (for faculty)
Geneace Williams has over twenty years experience of helping clients develop legal and business strategy. Geneace Williams (affectionately called Dr. G) is a trusted advisor offering innovative advice and counsel. Described by others as a thought-leader, Dr. G serves as President of OLW Communications, Inc. As Advisors, Consultants and Strategists, OLW helps clients set their course through innovative strategy design and leadership development. Dr. G has a long history of leading change and managing conflict and crises through strength and solutions based consulting. Today she leads OLW in adding value by helping leaders drive results through their leadership acumen, and specific and strategic organizational, business and personal priorities. She also serves as a national strategy consultant to the American Heart Association (AHA).

Friday, April 10

Workshop A | Knowledge | 2:00pm & 4:00pm
What’s Your Style? - Developing a Values Driven Leadership Strategy
Geneace Williams, J.D., Ph.D., Founder and President OLW Communications, Inc.

Description
Setting the stage for leadership and career success, this workshop will cover four critical steps to setting the course.
A. Foundational Insights – What do I need to know that no one told me? Leadership Tools for your toolkit?
B. Capacity Building – How do I build my strategy for success in leadership?
C. Life Mapping – What do boundaries have to do with my success? (this will include a bit on work/life balance).
D. Leveraging Diversity – Diversity isn’t what it used to be. What will it look like in 2020, and what does it have to do with me today?

Saturday, April 11

Workshop A | Knowledge | 9:00am & 10:45am
Navigating the Landscape: How to Avoid Land Mines
Geneace Williams, J.D., Ph.D., Founder and President OLW Communications, Inc.

Description
Self-development to self-management. This part is key and critical to success as a leader.
A. What do I do with conflict? How the ways in which you resolve conflict make all the difference.
B. Crisis Management – As a staff member of a public institution, I may be thrown into a serious crisis in which the public is involved. What are some important items I need to know? (University training should be applied to these general do’s and do not’s.)
C. Emotional Intelligence – How do I connect what you taught me yesterday to today and tomorrow and my ability to respond professionally and appropriately? How will it help me advance in my career? (applies to actions and reactions)
D. Ethics at Work – You are a lawyer, so ethics is important to you. What about ethics is important to me as a University Administrator?
Devona F. Pierre serves in the Office of Diversity, Inclusion & Equal Opportunity at the University of South Florida. She has taught courses in higher education administration as well as worked as an administrator in higher education. Dr. Pierre also previously served as the Coordinator for Office Operations for Sisters of the Academy Institute (SOTA) at Auburn University, where she earned her Doctorate and Master degrees. She is also a proud graduate of Dillard University in New Orleans, Louisiana. Devona possesses a passion for exploring the recruitment, retention, persistence, and advancement of minorities and marginalized populations in post-secondary institutions.

Friday, April 10

**Workshop B | Innovation | 2:00pm & 4:00pm**  
*Towing the Line: Strategies to Being an Effective Administrator in the Age of Student Protest*  
Devona Pierre, Ed.D., Diversity and Equal Opportunity Consultant, University of South FL

**Description**

As a higher education professional, there are often valid concerns in the communities in which we work, live, and serve. As such, community and national concerns become the concern of the campus and its community. Being a woman of color, there are a number of items to take into consideration when there is community and/or nationwide discontent. Student activism and protests related to national and community concerns are par for the course and must be framed appropriately. However, in the age of social media, videotaping, and other technological advances do women of color in higher education have a role in civil disobedience or was our role diminished when we signed up for the administrative track? This workshop will focus on strategies that women of color can employ in an effort to be supportive to student protest/activism while also keeping their job, integrity, and sanity.

Saturday, April 11

**Workshop B | Innovation | 9:00am & 10:45am**  
*Seven Practical Principles for Charting your Course in Higher Education Administration*  
Devona Pierre, Ed.D., Diversity and Equal Opportunity Consultant University of South FL

**Description**

Women of color face double jeopardy in higher education institutions especially as it relates to access and promotion in administrative positions. The encumbrance of being a woman and a person of color creates multiple barriers as it relates to the success of navigating a successful career in higher education administration. This workshop will use literature that highlights the steps, and the essential skills to employ along the path to being a successful administrator in higher education.
THE COLLEGE OF VETERINARY MEDICINE APPLAUDS THE FACULTY WOMEN OF COLOR IN THE ACADEMY

We **affirm** the value of human **diversity** for the enrichment of the **community**.

We believe diversity fosters a **climate** conducive to **success**.

From the college’s Inclusive Illinois Commitment Statement

College of Veterinary Medicine

UNIVERSITY OF ILLINOIS
Diversity is strength.
With it comes excellence.
And an inclusive, rich learning environment. Welcome.

The College of Business at Illinois is proud to support the Faculty Women of Color in the Academy Conference.

The University Library is committed to an environment that welcomes, cultivates, values, respects, and supports the differences and contributions of all students, faculty, and staff at the University of Illinois, and the community.
Graduate Student Track

Sandra Rodriguez-Zas is a Professor of Bioinformatics and Statistical Genomics in the Department of Animal Sciences and is an affiliate faculty in the Department of Statistics at the University of Illinois, Urbana-Champaign. She received her M. Sc. and Ph.D. in Quantitative Genetics from the University of Wisconsin-Madison. She is a University Scholar and recipient of college research awards. Dr. Rodriguez-Zas is the principal investigator and co-investigator of NIH, NSF and USDA projects that aim at applying systems biology approaches to proteomic, genomic, transcriptomic studies in human, animal model and food systems. She has authored or co-authored more than 145 peer-reviewed manuscripts and is Editor of the journal Animal. Dr. Rodriguez-Zas is the coordinator of top-ranked graduate program in the Department of Animal Sciences and developed the M. Sc. in Bioinformatics program in Animal Sciences. She is principal investigator or co-investigator in a number of training grants with a focus on graduate and undergraduate students from underrepresented minority groups.

Friday, April 10

Workshop A | Technology | 2:00pm, 3:15pm, & 4:30pm

Crossing the Finish Line: Finishing Grad School

Sandra Rodriguez-Zas, Ph.D.
Professor of Statistical Genomics and Bioinformatics
Editor, Genetics Section, Animal Journal
Director of Graduate Studies
Department of Animal Sciences, College of Agricultural, Consumer and Environmental Sciences
University of Illinois at Urbana-Champaign

Description

During this workshop Dr. Rodriguez-Zas will introduce topics that will help students navigate through Graduate School and offer recommendations on how to optimize the experience and outcomes from the graduate years. Topics include course-work, research and teaching, student handbook, thesis committee, mentoring, networking, applying for funding, under representation issues. The introduction will serve as motivation for ensuing sessions on Q/A, roundtable discussions, community sharing, and take-home messages.
Throughout her educational and professional experiences, Isabel Molina-Guzmán’s work has centered on issues of social justice and the representational politics of identity. She received her Master of Arts in Communication and Doctorate from the Annenberg School for Communication, University of Pennsylvania.

Professor Molina-Guzmán is author of the Dangerous Curves: Latina bodies in the media (2010, NYU) examining discourses about Latinidad in film, television, newspapers, and the tabloid press. Her research on race and gender in the media has appeared in blogs and it has been published in numerous journals and edited collections.

She served as the inaugural chair of the Department of Latina/Latino Studies (2007-2012) and holds faculty appointments in Latina/Latino Studies and Media and Cinema Studies with affiliations in Gender & Women Studies and the Center for Caribbean and Latin America Studies.

Friday, April 10

Workshop B | Lincoln | 2:00pm, 3:15pm, & 4:30pm

Starting a New Race: Visioning a Career

Isabel Molina-Guzmán
Associate Professor for Gender and
Associate Professor for Institute of Communication Research
Department of Media and Cinema Studies University of Illinois at Urbana-Champaign

Description

During this workshop Dr. Molina-Guzmán will review the academic job search process from the application phase to the campus visit and contract negotiation. Recommendations on how to optimize the experience for successful outcomes will be discussed. Particular attention will be given to the advantages and barriers faced by women of color. Topics include the curriculum vitae, letter of application, selecting references, campus interview and campus presentation, on campus faculty mentoring, and under representation issues.
Yoon Pak is Associate Professor in the Department of Education Policy, Organization, and Leadership (EPOL) and serves as the Director of Doctoral Graduate Programs. She is also a core faculty member in the Department of Asian American Studies at the University of Illinois at Urbana-Champaign. She is a past recipient of the National Academy of Education/Spencer Postdoctoral Fellowship and is an outgoing Co-Editor for the History of Education Quarterly. Her research and teaching interests focus on the history of American education in the 20th century as it relates to racial minorities and immigrant groups. She also has interests in contemporary higher education issues as it affects Asian Pacific American student populations. In addition to numerous journal articles and book chapters, her book publications include, Wherever I Go I’ll Always Be A Loyal American: Schooling Seattle’s Japanese Americans During World War II, Asian Americans in Higher Education: Charting New Realities, and Ordinary People, Extraordinary Lives: Oral Histories of (Mis)Educational Opportunities in Challenging Notions of Academic Achievement (ed.). She has served in numerous capacities at the campus level in relation to diversity and equity concerns in the fifteen years she’s been at Illinois.

Friday, April 10

Workshop C | Quad | 2:00pm, 3:15pm, & 4:30pm

Getting a Running Start on the Tenure-Track: Knowing the Rules of the Game

Yoon Pak, Ph.D., Associate Professor
Education Policy, Organization and Leadership
University of Illinois at Urbana-Champaign

Description

This workshop will focus on creating effective strategies for navigating the first year (and beyond) of the tenure-track job. Areas of concentration will include, but not be limited to: knowing the rules of the tenure game at your institution; seeking out effective mentors; planning out short-term and long-term publication goals; maintaining work-life balance; and establishing a network of supportive scholars. This is intended to be an interactive session where potential issues and solutions are organically derived from all participants.
Since 1966, the Office of Minority Student Affairs has prepared and empowered scores of graduate female students of color to pursue academic excellence and teaching and leadership roles in the academy. One of our stellar programs, the TRIO Ronald E. McNair Post-Baccalaureate Achievement Program, was created in 1991 and has one of the best achievement records on campus and in the nation for preparing future women of color for the professoriate through research training and PhD preparation.

All of us in OMSA are pleased to support this important campus and national initiative and the OMSA staff and students attending.

Our Services Include:

- Academic Mentoring and Support
- Tutoring and Academic Coaching
- Assistance with Graduate School Preparation
- Research Training Experience
- Summer Research Program
- Assistance with Applying for Study Abroad
- College Preparation and Outreach for Pre-College Students
- Advocacy and Referrals to other Support Services on Campus

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Office of Minority Student Affairs
University of Illinois at Urbana-Champaign
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Our program is among the top 5 globally. Our students are among the best prepared, according to a recent Wall Street Journal survey. Our faculty’s work is cited more than any other engineering program, according to Thomson Reuters. And our facilities are second to none. But most importantly Engineering at Illinois’ culture genuinely embraces collaboration and approachability.

Please consider joining our world-renowned faculty. We are committed to individuals with diverse backgrounds, experiences, and ideas who embrace and value diversity and inclusivity (inclusiveillinois.illinois.edu).

Visit the Illinois job board for current and future faculty job announcements:

http://jobs.illinois.edu
GRADUATE STUDIES IN ENGLISH
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MASTER’S AND PH.D. (full and part time)

ENGLISH STUDIES WITH INTERDISCIPLINARY EMPHASES IN

- Children’s literature
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- Creative writing
- Digital and visual rhetorics
- English education and pedagogy
- Film studies
- Gender and sexuality studies
- Historical English language studies
- Linguistics
- Literary history and publishing
- Race and ethnicity studies
- Teaching English to speakers of other languages
- Technical writing

POSTBACCALAUREATE CERTIFICATES IN

- Teaching of writing in high school and middle school
- Teaching English to speakers of other languages

English.IllinoisState.edu
Illinois State University
Illinois' first public university

Menah Pratt-Clarke received a B.A. and M.A. in Literary Studies from the University of Iowa. Additionally, she received a J.D., M.A. and Ph.D. in Sociology from Vanderbilt University. Dr. Pratt-Clarke is licensed to practice law in Illinois and Tennessee. Her practice areas include real estate, commercial lending, public finance, construction law, and civil rights. She worked as a federal appellate law clerk for the Honorable Sam Ervin, III on the 4th Circuit Court of Appeals. She served as University Compliance Officer, University Counsel, and Assistant Secretary of the University at Vanderbilt University for 8 years. She has previously taught at Fisk University, American Baptist College (including classes offered at the men’s and women’s prisons), and Vanderbilt University.

Dr. Pratt-Clarke joined the University of Illinois at Urbana-Champaign in October 2006. She is currently the Associate Chancellor for Strategic Affairs, the Associate Provost for Diversity, and the Title IX Coordinator. She is also an Associate Professor in the Department of Education Policy, Organization and Leadership, the Department of African-American Studies, and the Institute for Government and Public Affairs. She is affiliated with the Department of Gender and Women’s Studies, the Center for African Studies, the Department of Sociology, and the College of Law. She teaches in the areas of critical race studies, Black feminism, and critical race feminism. Her publications address issues of diversity in education including most recently the topic of race and gender battle fatigue. Her book, Critical Race, Feminism, and Education: A Social Justice Model was published in 2010 (Palgrave MacMillan), as part of the Postcolonial Studies in Education Series, and received the “Outstanding Research Contribution in African-American Studies Award” from the Department of African-American Studies. A second book on the journey of a Black woman from the cotton fields of Texas in the 1930s to the academy is forthcoming.

With over twenty years of administrative, academic, and legal experience, Dr. Pratt-Clarke’s service has focused on leadership and management of campus-wide offices at private and public higher education institutions; drafting, designing, developing, and implementing policies and programs through communication, training, and education initiatives; and executing and coordinating large-scale strategic initiatives in higher education. At Illinois, she serves as the advisor to the Chancellor and Provost on issues of diversity, governance, and strategic affairs. She is also engaged in a variety of community engagement initiatives, involving education, workforce development, social services, and the arts, through her service on the boards of the Cunningham Children’s Home, the East Central Illinois Community Foundation, Leadership Illinois, and the Pratt Music Foundation. She is also active with the Champaign-Urbana Cradle to Career Program and the Champaign County Community Coalition.

Friday, April 10

Illinois Ballroom | 7:45pm

Women of Color in the Academy: Lessons Learned Through a Mother’s Journey from Sharecropping to the Academy

Menah Pratt-Clarke, J.D., Ph.D.
Associate Chancellor/Associate Provost
Associate Professor in Educational Policy, Organization and Leadership
2015 FWCA Conference Chair
Caroline Sotello Viernes Turner, a nationally recognized and award winning scholar, currently serves as Immediate Past President of the Association for the Study of Higher Education (ASHE), the leading scholarly society for research on higher education. She is Professor and Graduate Coordinator for the Doctorate in Educational Leadership Program at California State University, Sacramento. Previously, she served as Lincoln Professor of Ethics and Education at Arizona State University (ASU) where she founded and directed graduate programs in Higher & Postsecondary Education. At ASU, she also founded the Arizona Program for Policy, Ethics & Education Leadership (APPEEL), was President of the Chicano/Latino Faculty & Staff Association, and served as Interim Associate Dean for Research. Prior to her appointment at ASU, she served as a Professor of Educational Policy & Administration at the University of Minnesota, Twin Cities where she was appointed as Research Coordinator of Faculty Development Programs in the Office of the Associate Vice President for Multicultural and Academic Affairs. She developed the university’s first diversity in higher education course and, in 1998, co-founded the national *Keeping our Faculties of Color Symposium* which continues to this day.

Turner’s research interests focus on access, equity and leadership in higher education. Her work has been published in several peer-reviewed journals, including *The Review of Higher Education*, the *Journal of Higher Education*, and the *Harvard Educational Review*. She has also served on numerous peer-reviewed journal editorial boards and is one of the founding editorial advisory board members for the *Journal of Diversity in Higher Education*. Her publications, particularly *Faculty of Color in Academe: Bittersweet Success* (with Myers, Jr.) and *Diversifying the Faculty: A Guidebook for Search Committees* (widely adopted selling over 17,000 copies), advanced the dialogue on faculty gender and racial/ethnic diversity among scholars and practitioners. She is a highly sought-after speaker on faculty diversity. Her other projects include serving as co-editor of *Understanding Minority Serving Institutions*, as associate editor for the 2011 ASHE Diversity Reader, and as Guest Editor for the *Journal of Diversity in Higher Education* and for the *Journal of African American Males in Education*. Her new book, *Modeling Mentoring Across Race/Ethnicity and Gender: Practices to Cultivate the Next Generation of Diverse Faculty* (with González), addresses the preparation of the next generation of higher education professionals.

Turner is the recipient of numerous awards and recognitions, including the American Educational Research Association (AERA) Scholars of Color in Education Distinguished Career Contribution Award, the AERA Multicultural/Multiethnic Education Vallejo Award for Lifetime Scholarship, and the ASHE Council on Ethnic Participation (CEP) Mildred Garcia Award for Exemplary Scholarship.

The University of California, Davis School of Education named her as one of ten amazing alumni in their “Hall of Fame.” Stanford University has named her a Distinguished Alumni Scholar. Additionally, she was selected as an American Council on Education (ACE) Fellow. Turner received her undergraduate and master’s degrees from the University of California, Davis and her Ph.D. from Stanford University.

**Saturday, April 11**

**Illinois Ballroom | 1:15pm**

*Traversing the Unknown: Journey of a Woman of Color Professor*

Caroline Sotello Viernes Turner, Ph.D.,
Professor, Educational Leadership & Policy Studies
California State University, Sacramento
President, Association for the Study of Higher Education (ASHE)
Performers

Kristin Sponcia Quartet | North Lobby | 5:30pm

Kristin Sponcia began her Doctoral studies in Jazz Vocal Performance at the University of Miami in Fall 2013. She is an active pianist, vocalist, arranger, composer and educator. She specializes in unique interpretations of jazz standards and contemporary favorites. In 2005, Kristin earned her Master of Music from Roosevelt University in Chicago, IL and her Bachelor of Arts from University of Wisconsin-Green Bay in 2000.

Kristin was a member of the Phil Mattson Singers from 2008-2010 and performed at New York’s Carnegie Hall with this group in April 2010. In August 2010 she accepted a five-month position performing five nights a week in a nightclub called No. 97 Club in Shenyang, Liaoning, China. Her Quartet performed at the Twin Cities Hot Summer Jazz Festival in 2012 and 2013, and will appear in 2014.

From 2005-2013 she taught as a full-time Keyboard, Theory and Ensemble faculty member at McNally Smith College of Music in St. Paul. Her student jazz combo won Third Place at the Eau Claire Jazz Festival in Spring 2010. During her employment at McNally Smith College of Music, she recorded and performed her music with the Kristin Sponcia Quartet and accompanied some of the best singers in the Twin Cities.

After graduating with a D.M.A. in Jazz Vocal Performance, Kristin hopes to continue teaching at the college level with an emphasis in this area. She also plans to record her debut album and continue her career as a performer and composer.

Friday, April 10

University of Illinois Rip Chords | Illinois Ballroom | 7:00pm

The Rip Chords are an elite 15 member a cappella skydiving squad from the University of Illinois known for their incredible ability to harmonize together while falling from airplanes 10,000 feet above the ground. Named for the cord a skydiver pulls to release her parachute, these fearless women have been scaring birds across the country since 1992. They are all-female, all-talent, all-class, and they are the perfect blend of sweetness and spice.
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VISUAL ARTS Art + Design, Japan House, Krannert Art Museum
PERFORMING ARTS Dance, Krannert Center for the Performing Arts, Music, Theatre
ENVIRONMENTAL ARTS Architecture, Landscape Architecture, Urban + Regional Planning

The Faculty Women of Color in the Academy National Conference is possible through the generous sponsorship by the colleges and units at the University of Illinois.

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The Ph.D. Project
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Diversified classrooms lead to richer learning experiences, more vibrant communities, and a stronger economy. The PhD Project helps accomplish this by supporting African-Americans Hispanic-Americans and Native Americans in the pursuit of higher education and in their journey to become business professors and mentors to the next generation of business students.

The number of minority business professors in the U.S. has more than quadrupled since our founding in 1994. This year over 285 participating universities are illustrating a clear commitment to creating a diverse academic environment and have the distinct advantage of recruiting from our network of more than 1,500 minority faculty and doctoral students.

The PhD Project is also focusing on the need for diversity in administration, having found fewer than 25 African-American, Hispanic American and Native American Deans at non-HBCU business schools in the U.S. Our Project AHEAD, Achieving Higher Education Administration Diversity, encourages tenured minority faculty to explore positions in administration and provides resources, support and mentors to help members pursue this path.

Thank you to the over 285 business schools who are dedicated to diversifying their campuses with The PhD Project. To view a full list of participating schools, visit phdproject.org and click on 'Support the PhD Project'.

Learn more about participating to The PhD Project by contacting Bernard J. Milano at 201.307.7662 or bmilano@kpmg.com.

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At the College of Medicine at Urbana-Champaign we are committed to the goal of diversifying the physician workforce to produce professionals that can address the healthcare needs of the state and the nation. We recognize that we cannot have the critical dialogues addressing the health of our diverse population without “hearing” their voices, and converging our work with their needs and aspirations.

It is for this reason our unwavering pursuit of diversity has a part in everything we do – in the classroom, clinical experiences, research endeavors, and student, faculty and staff recruitment efforts. We continually work to acknowledge our conscious and unconscious biases, and in the process, seek to bring care and caring to all regardless of race, ethnicity, sexual orientation, or religious beliefs.
For over 100 years the College of Liberal Arts and Sciences has played a pivotal role in education and research on the University of Illinois campus. Across our more than 50 units, faculty and students are pursuing cutting-edge research that stretches from the subatomic to the cosmic and from the individual to the global.

College of Liberal Arts and Sciences Facts

**FACULTY**
- 626 tenure system faculty (LAS faculty account for 1/3 of all faculty on the Urbana campus)
- 58 new faculty hired in August 2014
- 12.3% of LAS faculty are from underrepresented groups
- One in five faculty are honored with named appointments: 76 named professors/chairs + 57 named scholars/fellows = 133 total named faculty appointments. (LAS has 30% of the named professors/chairs on campus)

**STUDENTS**
- Over 14,000 students (11,287 undergraduates and 2,578 graduate/prof)
- Undergraduates: 17% underrepresented, 15% international
- Over 2,000 new freshmen in August 2014
- New transfer students: 648
- Average ACT: 28.0
- Vibrant student organizations are available on campus including LAS Leaders, a group of student ambassadors for the College of LAS

**ALUMNI**
- 159,000 accomplished alumni including 8 Nobel Laureates and six Pulitzer Prize winners
- Active LAS Alumni Association Board that has served the college for over 30 years

**RESEARCH EXCELLENCE**
- Grant expenditures in 2014-15: projected at $51M (direct costs only)
- Major awards include: National Medal of Science, 3 current Guggenheim Fellows, 4 members of the National Academy of Science, 9 members of the American Academy of Arts and Sciences, 5 current National Endowment for the Humanities Fellows

**UNITS**
- 37 academic departments and programs; 7 schools; 9 centers and institutes
- Departments in the Top 10%:
  - Animal Biology, Biochemistry, Classics, Chemical & Biomolecular Engineering, Chemistry, Economics, Entomology, French and Italian, Geography and Geographical Information Systems, Geology, History, Linguistics, Mathematics, Microbiology, Plant Biology, Political Science
- Departments in Top 11-20%:
  - African American Studies, Anthropology, Cell and Developmental Biology, Communication, East Asian Languages and Cultures, English, Germanic Languages and Literatures, Latina/Latino Studies, Psychology, Slavic Languages and Literatures, Spanish and Portuguese
The University of Illinois Graduate School of Library and Information Science (GSLIS) aspires to combine rigorous intellectual pursuits with diversity of thought, personal integrity, and inclusive excellence.

GSLIS is proud to support the Faculty Women of Color in the Academy National Conference.

Inclusive Illinois one campus, many voices

Welcome

Be Inspired  |  Network  |  Innovate  |  Become a Leader

View highlights, resources, and upcoming campus wide events at: www.inclusiveillinois.illinois.edu

Inclusive Illinois supports the 2015 Faculty Women of Color in the Academy conference
Understanding and promoting human diversity is at the core of what we do.

Our passion for social justice and strengthening vulnerable families not only defines what we do, but who we are.

At the School of Social Work, we are committed to understanding diversity and providing a learning environment that promotes respect for ALL.
Our commitment to diversity drives ideas, builds careers, and enriches communities.

Including diverse voices in our ongoing discourse has been integral to the intellectual and community life at the University of Chicago since our founding in 1890. Our legacy includes one of the first African American faculty members to be awarded tenure at a non–historically black institution and the first minority scholarship program at a business school.

The University of Chicago is committed to fostering a diverse and welcoming environment. The University’s Diversity Advisory Council provides recommendations to the President and Provost on behalf of faculty and students, a Diversity Leadership Council focuses on staff needs, and the Provost’s Career Enhancement Postdoctoral Scholarship is a pipeline initiative intended to increase our number of diverse scholars.

We celebrate our tradition of inclusion and recognize that our success as an institution depends on its ongoing renewal. Our faculty and students from differing backgrounds, cultures, and ideologies continue to work together across disciplines and campuses to produce new ideas. They draw strength from and contribute to the diversity of our dynamic city and give back to our community through programs in health, education, employment, and more.

We invite you to learn about our available positions by visiting academiccareers.uchicago.edu.

“A diverse group of scholars really means that you have the opportunity to advance knowledge in a more robust fashion.”

William A. McDade, Associate Professor in Anesthesiology and Critical Care and the University’s Deputy Provost for Research and Minority Issues
A Norbertine, Catholic liberal arts college embracing people and ideas in a spirit of radical hospitality

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