

WOMEN OF COLOR IN THE ACADEMY

Rebirth, Renewal, and the Rise of Our Power

FRIDAY, MAY 21, 2021

9:00 am - 5:00 pm Eastern Time

Hosted By
Northeastern University



welcome

Dear Sisters,

Spring in New England is particularly bittersweet this year. After a period in which the racial and gender politics of the nation seemed to be moving backward, recent events encourage us to embrace the possibilities of future change—including the powerful images of inclusive leadership manifested by the ascent of our new Vice President Kamala Harris, the organizational prowess of Stacey Abrams, the forthrightness of the authors of the Green New Deal, and closer to home, the advent of Kim Janey as Boston’s interim mayor. The images of these and other powerful women of color leaders inspired this year’s conference theme, “Rebirth, Renewal, and the Rise of Our Power,” and serve as a necessary counterpoint to the violence of ignorance.

Relatedly, we designed this fifth meeting of the conference to facilitate and honor our inherent power as women of color in the academy. With intentionality, our goal is to strategize together with our most important assets: ourselves and one another—as we contribute to and benefit from our collective strengths. We affirm that the academy, our students, and our communities are better because we are present, thriving, and inspiring everyone to reach new heights and embrace new possibilities.

We have selected activities, speakers, and panels intended to facilitate and encourage support for your careers and recognize your power. We hope this day will be an opportunity to reconnect with friends and create new contacts to build conversations around strategies grounded in the power of self- and community-care.

It seems particularly fitting that this year’s Fifth Annual Woman of Color in the Academy Conference is taking place on the same day the United Nations has chosen as World Day for Cultural Diversity for Dialogue and Development. We too are committed to drawing on the power of the collective by mindfully supporting and elevating each other during these times of social, political, and global upheaval. Violence against one is violence against all. We need each of us to be whole, nurtured, and healthy in order to effectively wield our collective power to change the system for the better.

Welcome to each and every one of you. We see you, and we see your power. Thank you for being in communion with us here today.

Sincerely,

Nicole N. Aljoe and Toyoko Orimoto
Women of Color in the Academy, Conference Co-Chairs

*The Women of Color in the Academy
Conference Planning Committee
dedicates this event to Shalanda H. Baker.*



Shalanda H. Baker is the Deputy Director for Energy Justice and Secretary's Advisor on Equity for the U.S. Department of Energy. She is also Professor of Law, Public Policy, and Urban Affairs at Northeastern University. Deputy Director Baker is truly the embodiment of our conference theme, "Rebirth, Renewal, and the Rise of Our Power."

A 2005 graduate of the Northeastern University School of Law, Deputy Director Baker has a long history of seeking justice for marginalized communities. A former officer in the U.S. Air Force prior to her honorable discharge, she became a vocal advocate for the repeal of the then "Don't Ask, Don't Tell" policy. She later worked with indigenous communities in Mexico who were impacted by the displacement, environmental harm, and unfair contracts brought on by the clean energy sector. Her career took her to the University of Hawaii before she joined the Northeastern University faculty in 2017. While at Northeastern, she co-founded the Initiative for Energy Justice, which provides technical law and policy support to minority communities on the front lines of climate change. In her scholarship, as well as in her current role in the Department of Energy, Deputy Director Baker focuses on racial and social justice within U.S. energy systems.

We had the honor to work closely with Shalanda when she served as co-chair of the 2019 Women of Color in the Academy Conference. As with her other professional endeavors, Shalanda quickly became not only a critical part of conference planning but an exemplar of authentic and socially-engaged academic leadership. And while we miss our colleague's local allyship and mentorship, we are excited that she will continue to be a powerful model for many others as she works to bring energy justice to bear on public policy and the wider world.

Connect & Share Your Voice



Follow today's conference via the WOC 2021 Twitter moment

Follow the Northeastern Advance Office of Faculty Development @NU_Advance

Follow the Northeastern Office of Institutional Diversity and Inclusion @NortheasternDI

Share your voices with
#WOCInAcademy #VoicesOfWOC



Join our [Slack channel](#) to take part in one of these ongoing conversations

#2021-conference – Chat, share videos, memes, and thoughts.

#connect - Provide social media handles, emails, etc.

#resources – Broadcast opportunities in New England and beyond

#i-am-poem - Share your poem



Interactive Conference Program

See the Women of Color in the Academy Conference [website](#) for an interactive version of the program and a full list of resources and opportunities for connection.



Join the Women of Color in the Academy [Spotify playlist](#)

Listen to music from women of color throughout the conference!

Where you see these icons     click to connect to speakers' social media.

VIDEOS

Although we have made the transition to a fully virtual conference experience, it is vitally important that we facilitate and maintain community connections. Want to share your voice with others? Record a short video via [FlipGrid](#) answering one of the following prompts:

- Attending this conference makes me feel powerful because...
- What would you like to see in 2021 for women of color in academia?
- Compose and share an "I Am From" Poem.

To log onto [FlipGrid](#), click, "Continue with Guest Password", and input "WOC2021!" Consider recording a group video answering one of these prompts at the end of the Networking Lunch.

Want to raise your voice without recording? Share your answer via Twitter with #WOCInAcademy and #VoicesOfWOC or via the [Slack Channel](#).

Please read our consent statement before recording.

CONSENT

By submitting a video to the Women of Color in the Academy Conference FlipGrid, I agree to grant the Women of Color in the Academy initiative and its authorized representatives permission to share my video and my likeness with conference participants. I further agree that my video may be used, in any form, as part of any future printed or online materials used to promote the Women of Color in the Academy Conference.

By attending the Women of Color in the Academy Conference, I understand and acknowledge the keynote and/or breakout session(s) I attend may be recorded. Recordings will be maintained on a password-protected page for 30 days after the conference on May 21, 2021, for conference participants to view.

Schedule

All times are in Eastern Time

- 9:00 am | OPENING CEREMONY**

LAND ACKNOWLEDGMENT AND INVOCATION
Mary Jo Ondrechen

OPENING REMARKS
Nicole N. Aljoe

WELCOMES
Kim Janey, Mayor of Boston
Karl Reid, Senior Vice Provost and Chief Inclusion Officer at Northeastern University
- 9:30 am | PLENARY SESSION I**

Keynote Address | Paula A. Johnson, President of Wellesley College
- 10:30 am | BREAK**
- 10:40 am | BREAKOUT SESSION I**

 - **Intersectionality as a Disrupter of Women of Color's Invisibility in Higher Education** | Nicole M. Joseph
 - **Making the Unconscious Conscious: Dismantling Implicit Bias as a Prerequisite to Anti-Racist Work** | Josephine M. Kim
 - **Mentors as Muses: Supporting and Inspiring Women Faculty and Graduate Students of Color** | Dalia Llera
 - **They got in—now how do we keep them?— Classroom Retention Strategies for Underrepresented Students** | Kerstin Perez
 - **Transforming Education by Empowering Diverse Teaching Faculty** | Lisa A. Gray, Margaret Hahn-Dupont, Oyinda Oyelaran, Iman Salama
- 11:40 am | BREAK**
- 11:45 pm | FOLLOW-UP DISCUSSION TO BREAKOUT SESSION I**
- 12:10 am | BREAK**

12:15 pm | NETWORKING LUNCH

Dedication Address | Shalanda Baker, Deputy Director for Energy Justice & Secretary's Advisor on Equity for the U.S. Department of Energy

**We will use Wonder for our virtual networking session. This platform allows you to enter a virtual "room" and move from prompt-guided conversation to conversation. Tech support will be available for those who are new to Wonder.*

1:20 pm | CAREGIVING BREAK

1:50 pm | BREAKOUT SESSION II

- **Activism in the Academy** | Shardé M. Davis
- **Self-Care as COVID-19 Begins to Lift: Practical Tools to Enhance Your Life** | Robyn L. Gobin
- **The Art of Effective Negotiation** | Geraldine Richmond
- **The Power of Collaboration and Partnership in Grants and Research** | Janise McNair, Meenakshi Narain, Serena Parekh, H.C. Robinson
- **Using Our Voice, Crafting Our Image: The Power of Tempered Visibility** | Stacy Blake-Beard

2:50 pm | BREAK

2:55 pm | FOLLOW-UP DISCUSSION TO BREAKOUT SESSION II

3:20 pm | BREAK

3:30 pm | PLENARY SESSION II

Panel Discussion | Reshaping the Academy for Us
Twyla Baker, President of Nueta Hidatsa Sahnish College
Gilda Barabino, President of Olin College of Engineering
Paula A. Johnson, President of Wellesley College

**4:30 pm | CLOSING REMARKS
REFLECTIONS AND GRATITUDE**

Toyoko Orimoto

Breakout Session I

10:40 am - 11:40 am

Intersectionality as a Disrupter of Women of Color's Invisibility in Higher Education

Nicole M. Joseph

This interactive session begins with “your stories” as women of color in the academy. Dr. Joseph starts with what participants already know about intersectionality as a theoretical frame, methodological tool, and pedagogical process. She then builds upon participants’ foundational knowledge to expand upon important components of intersectionality methodology (IM). What a participant can expect to walk away with is a shared collective knowledge about how and why intersectionality is critical for collective rebirth, renewal, and rise of power among women of color in the academy.

Making the Unconscious Conscious: Dismantling Implicit Bias as a Prerequisite to Anti-Racist Work

Josephine M. Kim

Every breathing individual harbors unconscious biases that prevent us from making equitable and inclusive decisions. Our brains heavily rely on past cultural and socialization experiences by default to provide data that fills in the blanks between what we see and what we want to see. Hence, implicit racial bias is called “the new diversity paradigm,” recognizing the significant role it plays in our day-to-day functioning. It permeates all aspects of a counselor’s work, from the ways in which we offer advice and discipline to how we evaluate and set expectations. In this session, Dr. Kim will define implicit bias, demonstrate how unconscious bias works, and foster dialogue on how faculty can work to mitigate it.

Mentors as Muses: Supporting and Inspiring Women Faculty and Graduate Students of Color

Dalia Llera

Our colleagues, students, or trainees often wonder, “How do I find support? What does support look like?” In this workshop, Dr. Llera will explore the mindset of being a person who can thrive at providing and receiving support. She will provide strategies to allow one to cultivate meaningful relationships at work through advising, mentorship, sponsorship, and coaching.

They got in—now how do we keep them?—Classroom Retention Strategies for Underrepresented Students

Kerstin Perez

All too often, students’ passion for an academic discipline is extinguished by their experiences in undergraduate classrooms. For students whose gender, race, or ethnicity are underrepresented in a given academic field, classroom environments can appear especially unwelcoming. In this workshop, Dr. Perez helps participants develop interventions tailored to their own courses with the aim of improving students’ sense of belonging within the class environment and retention in their academic field of choice. The goal is to focus on small, manageable changes that can be immediately implemented.

Transforming Education by Empowering Diverse Teaching Faculty

Lisa A. Gray, Margaret Hahn-Dupont, Oyinda Oyelaran, Iman Salama

The panelists will share their visions, experiences, and approaches to redefining higher education. They will discuss ways to empower teaching faculty and how to promote, embrace, and leverage diversity across academic programs.



Breakout Session II

1:50 pm - 2:50 pm

Activism in the Academy

Shardé M. Davis

We have been living through two concurrent pandemics for over a year—COVID-19 and systemic racism, specifically anti-Black racism and anti-Asian hate—and many of us are depleted mentally, physically, emotionally, cognitively, and spiritually. But, “the work” remains and someone has to do it. In this session, participants will listen to a personal account from Dr. Shardé M. Davis about serving as a “scholar activist” as a Black woman during a season of racial reckoning and COVID-19. And then, participants will enter into smaller groups to engage in discussions (using guiding questions) to think about how we (as women of color academics) can ensure that the social justice work continues while also honoring the fact that many of us need a break to recharge.

The Art of Effective Negotiation

Geraldine Richmond

Negotiations occur every day in the scientific laboratory and workplace and often involve issues that are key to research success and career advancement. This interactive workshop, led by Dr. Geraldine Richmond, teaches the fundamentals of negotiation relevant to a variety of one-on-one conversations and group settings. Topics include the importance of negotiation to advance research and career objectives, identification of negotiables for research and career advancement, elements of a successful negotiation, the importance of developing alternatives to an agreement, techniques for handling difficult people and conversations, and the importance of listening and appreciating different viewpoints.

The Power of Collaboration and Partnership in Grants and Research

Janise McNair, Meenakshi Narain, H.C. Robinson, Serena Parekh

The panelists will share their experiences and successful strategies to build research networks and collaborate on grant funding.

Self-Care as COVID-19 Begins to Lift: Practical Tools to Enhance Your Life

Robyn L. Gobin

This session is designed to equip busy academic women of color with practical tips for making self-care a daily habit rather than an occasional luxury. Dr. Robyn L. Gobin encourages participants to explore the unique self-care challenges academic women of color face and how to overcome them.

Using Our Voice, Crafting Our Image: The Power of Tempered Visibility

Stacy Blake-Beard

Delve into the concept of tempered visibility as a means of strategy and sustenance. In this session, led by Dr. Stacy Blake-Beard, the conversation will touch on several key questions. What is meant by visibility? How do we as women of color face the challenges associated with invisibility and/or hypervisibility? How does tempered visibility act as a powerful agent to accompany us as we navigate the complexities of our lives?



Conference Hosts



NICOLE N. ALJOE

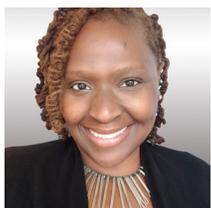
Director of Africana Studies and Professor of English and Africana Studies at Northeastern University

Co-Chair, Women of Color in the Academy Conference



MALIKA JEFFRIES-EL

Associate Dean of the Graduate School of Arts and Sciences and Associate Professor of Chemistry at Boston University



MARISA LUSE

Campus Engagement and Collaborations Manager at Northeastern University



MARY JO ONDRECHEN

Professor of Chemistry and Chemical Biology at Northeastern University



TOYOKO ORIMOTO

Associate Professor of Physics at Northeastern University

Co-Chair, Women of Color in the Academy Conference



MARGARET WOO

Professor of Law at Northeastern University



Honorable Guests



SHALANDA BAKER

Deputy Director for Energy Justice and Secretary's Advisor on Equity at the U.S. Department of Energy



KIM JANEY

Mayor of Boston



KARL REID

Senior Vice Provost and Chief Inclusion Officer at Northeastern University



Plenary Session Speakers



TWYLA BAKER

**President,
Nueta Hidatsa Sahnish College**



Twyla Baker is an enrolled citizen of the Three Affiliated Tribes (Mandan, Hidatsa, and Arikara Nation) of North Dakota. She lives and works on her ancestral homelands on the Fort Berthold Indian reservation in northwest North Dakota. She is the President of Nueta Hidatsa Sahnish College, the Tribally chartered college of the Three Affiliated Tribes. President Baker's work touches a broad swath of her home reservation, and serves a number of stakeholders, including students, Tribal members, community members, and the state and region. Born and raised on Fort Berthold, President Baker left home for several years and built a life away from the reservation, though she maintained strong ties to her home community. Viewing life through an Indigenous lens, her worldview informs nearly everything she does professionally and personally, and she is raising her children to know, see, and carry on their Tribal life ways as they were taught to her by her parents. President Baker cherishes her strong grounding in her culture and identity and the credibility within her community that brings, and uses it to carry out her work within her community, locally, regionally, and nationally. She has spent a lifetime learning her Tribal people's lifeways, both traditional and contemporary, and puts that knowledge to use educating and advocating for her Tribal Nation and working with external constituencies.



GILDA BARABINO

**President,
Olin College of Engineering**



Gilda A. Barabino previously served as Daniel and Frances Berg Professor and Dean at The City College of New York's (CCNY) Grove School of Engineering. Prior to joining CCNY, she was Associate Chair for Graduate Studies and Professor in the Wallace H. Coulter Department of Biomedical Engineering at Georgia Tech and Emory. At Georgia Tech she also served as the inaugural Vice Provost for Academic Diversity. Prior to Georgia Tech and Emory, she rose to the rank of Professor of Chemical Engineering and was Vice Provost for Undergraduate Education at Northeastern University. President Barabino is a noted investigator in the areas of sickle cell disease, cellular and tissue engineering, and the role of race/ethnicity and gender in science and engineering.



PAULA A. JOHNSON

**President,
Wellesley College**



Paula A. Johnson is a highly respected and passionate leader, deeply committed to women and to sustainably improving their lives. She is recognized internationally as an innovator who has brought her broad range of experience as a researcher, educator, and expert in health care, public health, and health policy to bear in the effort to advance the well-being of women. With a remarkable track record of accomplishments—she founded the Connors Center for Women's Health and Gender Biology at Brigham and Women's Hospital—she has led in the field of women's health, taking an approach to biology that integrates insights from sociology, economics, and many other fields.

President Johnson was the Grayce A. Young Family Professor of Medicine in Women's Health at Harvard Medical School, as well as professor of epidemiology at the Harvard T.H. Chan School of Public Health. Her research, her vision, and her interdisciplinary approach to leading at the intersection of health care, education, and public health have placed her in key leadership roles in organizations around the world.

Breakout Session Leaders



Stacy Blake-Beard

Visiting Professor of Business Administration at Dartmouth College, and Emerita Professor at Simmons College



Shardé M. Davis

Assistant Professor of Communication at the University of Connecticut



Nicole M. Joseph

Assistant Professor of Mathematics Education at Vanderbilt University



Robyn L. Gobin

Assistant Professor of Kinesiology and Community Health at the University of Illinois-Champaign



Josephine M. Kim

Lecturer on Education at the Harvard Graduate School of Education and is an associated faculty at the Center for Cross-Cultural Student Emotional Wellness at Massachusetts General Hospital



Lisa A. Gray

Assistant Professor of Social Work at Regis College



Dalia Llera

Professor Emerita of Counseling and Psychology at Lesley University



Margaret Hahn-Dupont

Teaching Professor of Law at Northeastern University



Janise McNair

Associate Professor of Electrical & Computer Engineering, and Chair of Inclusion, Diversity, Equity, and Access for Electrical & Computer Engineering at the University of Florida



Meenakshi Narain

Professor of Physics at Brown University





Oyinda Oyelaran

Teaching Professor of Chemistry and Chemical Biology, and Associate Dean for Faculty Affairs at Northeastern University



Serena Parekh

Professor of Philosophy at Northeastern University



Kerstin Perez

Class of 1948 Career Development Assistant Professor of Physics at Massachusetts Institute of Technology



H.C. Robinson

Associate Professor of Law and Sociology at Northeastern University



Geraldine Richmond

Presidential Chair in Science, and Professor of Chemistry at University of Oregon



Iman Salama

Associate Teaching Professor of Electrical & Computer Engineering at Northeastern University



“

If you can walk away for days, weeks, or even years at a time, it is not an ambition, it’s a wish. Wishes feel good and rarely come true. Ambition, on the other hand, fuels your days and refuses to be ignored. It challenges your sense of self and fulfills your sense of wonder.

”

Stacey Abrams,
Lead from the Outside, p. 25

Fellowships & Awards of Interest

Please refer to the [Women of Color website](#) for a full listing of fellowships and awards

woc.northeastern.edu/resources/grants-fellowships-leadership

AMELIA EARHART FELLOWSHIP

from the Zonta International Foundation

About // In an effort to carry out its mission that women have access to all resources and are represented in decision-making positions on an equal basis with men, Zonta International offers the Amelia Earhart Fellowship.

Benefits // \$10,000 fellowship

Criteria

- Women only
- In aerospace-applied sciences or aerospace-applied engineering
- Must be pursuing doctoral degree in STEM, but not graduate before April 2022

CAREER ENHANCEMENT FELLOWSHIP PROGRAM

from the National Fellowship Foundation

About // The Fellowship, funded by the Andrew W. Mellon Foundation, provides each Fellow with a six-month or one-year sabbatical grant; a stipend for research and travel or publication; and participation in an annual conference/retreat. A total of 30 Fellowships are awarded each year.

Benefits // \$30,000 stipend / \$1,500 research expenses.

Criteria

- Be in the third year of the tenure-track teaching appointment at the time of application
- Teaching in one of the designated fields, although interdisciplinary work will also be considered
- Applicants must be a U.S. citizen or permanent resident
- Mellon Mays Undergraduate Fellows are strongly encouraged to apply

DEAR COLLEAGUE LETTER: SUPPLEMENTAL FUNDING FOR POSTDOCTORAL RESEARCHERS TO MITIGATE COVID-19 IMPACTS ON RESEARCH CAREER PROGRESSION

About // These supplemental funds are to support a new postdoctoral researcher for up to two years or a continuing postdoctoral researcher for one year to mitigate the disproportionate impact of the COVID-19 pandemic on research progress.

Benefits // Up to \$100,000 in salary and \$250,000 in research funding.

Criteria //

- Postdoctoral researcher
- STEM
- Organization must have an active NSF funded research training award

FACULTY FOR THE FUTURE FELLOWSHIPS

About // Awards fellowships to women from developing and emerging economies to pursue PhD or post-doctoral studies in science, technology, engineering, and mathematics (STEM) disciplines at leading universities worldwide.

Benefits // Grants are based on actual costs for eligible expenses up to a maximum of USD \$50,000 per year and may be renewed.

Criteria

- Women only
- STEM
- Must have applied to, been admitted to, or be currently enrolled in a university abroad when submitting their application

FORTÉ FELLOWS PROGRAM

About // Offers fellowships to women who are pursuing a full-time, part-time or executive MBA education at participating business schools. If you would like to be considered for a fellowship, you must submit an MBA application to a participating school. Each school makes the determination of where the Forté awards will be given. All schools grant awards for full-time students, but part-time and executive awards are only available at select schools.

GEORGE A. AND ELIZA GARDNER HOWARD FELLOWSHIP

from Brown University

About // It awards a limited number of fellowships each year for independent projects in selected fields, targeting its support specifically to early mid-career individuals, who have completed at least one major project and demonstrate potential to be future leaders in their fields

Benefits // Nine fellowships of \$35,000 will be awarded

Criteria

- Arts and humanities, theatre

JEANNETTE RANKIN WOMEN'S SCHOLARSHIP FUND

from the Jeannette Rankin Foundation (JRF)

About // Provides opportunities for women to establish careers and break the cycle of poverty. Created for low-income women, age 35 and older, who can demonstrate a vision of how an education can benefit themselves, their communities, and their families.

Benefits // \$2,000 grants

JOSEPH B. AND TOBY GITTLER PRIZE

from Brandeis University

About // The Joseph B. and Toby Gittler Prize recognizes an individual who has made outstanding and lasting scholarly contributions to racial, ethnic, and/or religious relations

Benefits // \$25,000

Criteria

- Must be formally nominated
- Demonstrate scholarly excellence and a lasting contribution to racial, ethnic, and religious relations.

L'ORÉAL USA FOR WOMEN IN SCIENCE from L'Oréal USA

About // Awards five women postdoctoral scientists annually for their contributions in Science, Technology, Engineering, and Math (STEM) fields and commitment to serving as role models for younger generations.

Benefits // \$60,000 grant to support research

Criteria

- Women only
- Must be American born, naturalized citizen or permanent resident
- Must hold a Ph.D.
- Must maintain the status of postdoctoral researcher and be affiliated with a U.S.-based academic or research institution throughout the fellowship year
- No faculty
- Must commit to at least 20 hours of activity in support of women and girls in science
- Must be available for the Women in Science Awards week
- STEM fields

MELLON EMERGING FACULTY LEADERS AWARD (FORMERLY THE NANCY WEISS MALKIEL SCHOLARS AWARD) from Andrew W. Mellon Foundation

About // The award is structured to free the time of junior faculty who have passed their midpoint tenure review—including those from underrepresented groups and others committed to eradicating disparities in their fields—so that they can both engage in and build support for systems, networks, and affinity groups that make their fields and campuses more inclusive.

Benefits // \$10,000 towards summer research support / \$7,500 for research during academic year.

Criteria

- Assistant professors in tenure-track appointments
- Passed the standard third-year review by January 31
- Cannot be eligible for tenure during appointment year
- Social Sciences & Humanities
- U.S. citizen or permanent resident

ONRAMP FELLOWSHIP

About // A re-entry platform that matches experienced women returning to the workforce after a career break with

law firms, legal departments, and financial services firms in the U.S., Australia, and the UK for six to twelve month paid positions. This unique experiential learning program gives returning women—many of whom opted out of the workforce for a period of time to raise children—an opportunity to demonstrate their value in the marketplace while also increasing their experience, skills, and contacts.

PEMBROKE CENTER POST-DOCTORAL RESEARCH FELLOW

from Brown University

About // Awarding one-year residential postdoctoral research fellow positions to scholars from any field whose research relates to a particular theme. Fellows are required to participate weekly in the Pembroke Seminar, teach one undergraduate course, and pursue individual research.

Benefits // \$52,000 stipend / \$1,500 research expenses.

Criteria

- Must have earned a Ph.D. within the past five years
- Must not have received Ph.D. from Brown
- Non-Tenured only
- URM encouraged
- Open to all fields

PRESIDENT'S POSTDOCTORAL FELLOWSHIP PROGRAM

from the University of Michigan

About // In this program, the University of Michigan now offers postdoctoral research fellowships in science, technology, engineering, mathematics (STEM), economics, and political science, coupled with faculty mentoring, professional development, and academic networking opportunities.

The University seeks applicants whose research, teaching, and service will contribute to diversity and equal

opportunity in higher education. The program is particularly interested in scholars with the potential to bring to their research and undergraduate teaching the critical perspective that comes from their non-traditional educational background or understanding of the experiences of groups historically underrepresented in higher education.

Criteria

- Applicants must be a U.S. citizen or permanent resident

RACIAL EQUITY IN STEM EDUCATION

About // The National Science Foundation (NSF) Directorate for Education and Human Resources (EHR) seeks to support bold, ground-breaking, and potentially transformative projects addressing systemic racism in STEM. Proposals should advance racial equity in science, technology, engineering, and mathematics (STEM) education and workforce development through research (both fundamental and applied) and practice.

SLOAN RESEARCH FELLOWSHIPS

from the Alfred P. Sloan Foundation

Benefits // \$75,000

Criteria

- Must hold a Ph.D. or equivalent degree in chemistry, computer science, Earth system science, economics, mathematics, neuroscience, physics, or a related field
- Must be members of the faculty of a college, university, or other degree-granting institution in the U.S. or Canada
- Must be tenure-track, though untenured, as of September 15 of the nomination year
- Faculty position must carry a regular teaching obligation



STATE FARM COMMUNITY PARTNER GRANTS

About // Offers grants for Hispanic women for continuing their education. In addition, State Farm partners with various community organizations to develop programs for the Hispanic community.

THE AMERICAN ASSOCIATION OF UNIVERSITY WOMEN (AAUW)

About // Offers many fellowship and grant opportunities including:

- American Fellowships
- Career Development Grants
- Community Action Grants
- International Fellowships
- International Project Grants
- Research Publication Grants in Engineering, Medicine, and Science
- Selected Professions Fellowships

THE FORD FOUNDATION PRE-DOCTORAL FELLOWSHIP

About // The Ford Foundation seeks to increase the diversity of the nation's college and university faculties by increasing their ethnic and racial diversity, maximize the educational benefits of diversity, and increase the number of professors who can and will use diversity as a resource for enriching the education of all students.

Benefits // Annual stipend of \$27,000 for three years, an invitation to the Conference of Ford Fellows, and access to Ford Fellow Regional Liaisons.

Criteria

- Must be enrolled in or planning to enroll in a research-based (dissertation-required) program leading to a Ph.D.
- Must require a minimum of three years of study to complete their Ph.D. or Sc.D. degree
- Must not have earned a doctoral degree at any time, in any field

TORY BURCH FOUNDATION FELLOWS PROGRAM

About // The Tory Burch Foundation Fellows Program is a nationwide application process to determine up to ten Tory Burch Foundation Fellows.

Benefits // Each Fellow will participate in a one-year program which includes: mentoring, networking, and business guidance for one year, a \$5,000 grant to further their business education, and a 3-day trip to New York City to the Tory Burch headquarters that will include the opportunity to participate in a pitch competition. The winner of the pitch competition will receive \$100,000 grant investment.

Criteria

- Your company must be registered and operated in the United States.

WOMEN IN MEDICINE LEGACY FOUNDATION (FORMERLY THE FOUNDATION FOR THE HISTORY OF WOMEN IN MEDICINE RESEARCH FELLOWSHIP)

About // The Women in Medicine Legacy Foundation provides one \$5,000 grant to support travel, lodging, and incidental expenses for a flexible research period. Foundation Fellowships are offered for research related to the history of women to be conducted at the Center for the History of Medicine at the Francis A. Countway Library of Medicine at Harvard University in Boston, MA. Preference will be given to: projects that engage specifically with the history of women physicians, other health workers or medical scientists; those who are using collections from the Center's Archives for Women in Medicine; and applicants who live beyond commuting distance of the Countway—however, all are encouraged to apply, including graduate students.

YERBY FELLOWSHIP PROGRAM

from the Harvard T.H. Chan School of Public Health

About // Advancing the intellectual and professional development of each Yerby Fellow.

Benefits // Yerby Fellows develop research agendas, receive grant support, and actively pursue publication in peer-reviewed journals. Additionally, Yerby Fellows gain teaching experience and participate in a wide variety of professional development activities.

Criteria

- Entry-level professionals in academia or nonprofit health organizations
- Have Ph.D. in public health related discipline
- U.S. citizen, permanent resident, or DACA status
- URM encouraged



Leadership Development Opportunities

AAC&U LEADERSHIP FOR INTEGRATIVE LIBERAL LEARNING

offers insights about the central role of faculty in galvanizing the necessary experiences that cross disciplines, units, and campus boundaries to promote integrative learning.

AAMC LEADERSHIP EDUCATION AND DEVELOPMENT CERTIFICATE PROGRAM

is a one-year, cohort-based program that provides a firm foundation in leadership best practices and recognized theoretical models that are key to advancing as an educational leader within academic medicine.

AASCU MILLENNIUM LEADERSHIP INSTITUTE (MLI)

is a four-day professional development institute that provides individuals traditionally underrepresented in the highest ranks of higher education the opportunity to develop skills, gain a philosophical overview and build the network needed to advance to the presidency.

ACE FELLOWS PROGRAM helps ensure that higher education's future leaders are ready to take on real-world challenges and serve the capacity-building needs of their institutions.

ACE INTERNATIONALIZATION

LABORATORY is designed to improve the effectiveness of anyone who has a critical role in advancing internationalization on their campus.

ACE MOVING THE NEEDLE: ADVANCING WOMEN IN HIGHER EDUCATION LEADERSHIP

is a collaborative, multi-association initiative seeing to increase the number of women in senior leadership positions in higher education through programs, research, and resources.

AFRICAN AMERICAN BOARD

LEADERSHIP INSTITUTE is designed for professionals who wish to prepare for board placement and for those who wish to sharpen their board skills.

AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS (AAUP)

is a premier training program for faculty advocates, and one of the best sources available for learning the practical skills that faculty unionists need to build their organizations and run them successfully.

AMERICAN COUNCIL ON

EDUCATION (ACE) offers several kinds of leadership training programs, including year-long fellowships, multi-day leadership forums, and workshops on chairing academic departments.

ASSOCIATION OF BLACK WOMEN IN HIGHER EDUCATION, INC. (ABWHE)

advocates and celebrates the accomplishments of Black women in higher education. They support and empower sister scholars, administrators, and students through various resources and networks. They are a forum for development strategies to improve the quality of education for African Americans.

CCL LEADING FOR ORGANIZATIONAL IMPACT

provides insight into leading within an organization. When leaders of departments and divisions see challenges and opportunities through the eyes of others, it impacts their individual expertise.

CCL MAXIMIZING YOUR

LEADERSHIP POTENTIAL guides participants in making the shift from successful individual contributor to effective manager—one of the biggest and most difficult transitions for any leader.

*“An important attribute of success is to be yourself.
Never hide what makes you, you.”*

Indra Nooyi

*“Anyone who claims to be a leader must speak like a leader.
That means speaking with integrity and truth.”*

Kamala Harris

CCL LEAD 4 SUCCESS®

helps participants gain clarity, direction and an understanding of their own leadership potential to go further, faster.

CCL LEADERSHIP AT THE PEAK

focuses on the fact that it's different at the top. The challenges of leadership at the top are far-reaching, complex and essential to get right.

CHIEF MEDICAL OFFICERS

LEADERSHIP ACADEMY trains and prepares the next generation of CMOs to successfully meet both the clinical and business demands of this position. This 15-month executive training program defines the unique role, responsibilities, and influence of the CMO as a high-functioning member of the C-suite.

CRISIS LEADERSHIP IN HIGHER

EDUCATION focuses on the strategic and operational issues that arise when preparing for, responding to, and recovering from a crisis.

EXECUTIVE LEADERSHIP IN ACADEMIC TECHNOLOGY, ENGINEERING AND SCIENCE

(ELATES) AT DREXEL® is a leadership development program for senior women faculty in science, technology, engineering, and mathematics (STEM), and related disciplines.

HARVARD WOMEN IN EDUCATION

LEADERSHIP teaches participants to drive organizational change, enhance their leadership skills, and be better positioned for personal and organizational success.

HARVARD SEMINAR FOR NEW

PRESIDENTS provides new, first-time presidents with a practical and conceptual orientation to the presidency. It familiarizes new presidents with the opportunities and hazards they will likely face, and prepares them to respond to the multiple responsibilities and constituencies of their new office.

INCLUDING OURSELVES IN THE CHANGE EQUATION: PERSONAL LEARNING FOR ORGANIZATIONAL PERFORMANCE

a process to help participants accomplish those professional and personal improvement goals that have eluded their smartest plans and best intentions.

INNER STRENGTH LEADERSHIP

TRAINING helps participants stay calm, clear, and fully present in the midst of the many challenges and demands that come with being an educator.

INSTITUTE FOR EDUCATIONAL MANAGEMENT (IEM)

is designed for the most senior-level administrators. Examine critical leadership issues at

colleges and universities. Learn effective approaches to balancing internal and external leadership roles; leading in a changing context; articulating a powerful vision for your institution; and enlisting others in that vision.

INSTITUTE FOR MANAGEMENT AND LEADERSHIP IN EDUCATION

(MLE) is a two-week program designed for experienced administrators responsible for thinking strategically about their institution's academic change agenda: new curricula, new modes of delivery, new alliances, and more diverse students.

LEADERSHIP EDUCATION FOR ASIAN PACIFICS, INC. (LEAP)

offers leadership training programs to advance a comprehensive strategy for Asian Pacific Americans.

LEADERSHIP WOMEN AMERICA

is a national, not-for-profit organization that recognizes, educates and connects accomplished and diverse women to increase their individual and collective impact globally.

MANAGEMENT DEVELOPMENT PROGRAM (MDP)

prepares participants to become a better leader of their unit, department, or college, as well as a more valuable contributor to broader institutional goals.

SIMMONS SCHOOL OF MANAGEMENT LEADERSHIP CONFERENCE FOR WOMEN

is a one-day conference held in Boston. Topics covered include negotiation, communication, stress management, work/life balance, and leadership.

THE CAPE COD INSTITUTE is a summer-long series of timely/lively week-long courses for mental health and management professionals, offered by master teachers.

THE CENTER FOR ASIAN PACIFIC AMERICAN WOMEN has a variety of leadership programs to address the challenges facing Asian American and Pacific Islander women and to nurture trusteeship within their communities.

THE CENTER FOR CREATIVE LEADERSHIP offers a variety of leadership programs. These programs are held in several locations throughout the country.

THE GANNON CENTER FOR WOMEN AND LEADERSHIP (LOYOLA UNIVERSITY OF CHICAGO)

promotes women's studies programs and progress and provides archives documenting women in leadership and education. It contributes to the development of women as scholars and leaders by providing outstanding role models and mentors, and by offering resources and research data enabling women to expand their contributions to the workplace, academia, and the community.

THE PARTNERSHIP, INC. is a Boston-based organization focused on the advancement of multicultural professionals of all career levels in an increasingly diverse and global workforce. They offer several leadership programs based on career level.

- i. Early Career Associates
- ii. Mid-Career Fellows
- iii. Mid-Career BioDiversity Fellows
- iv. Next Generation Executive
- v. C-Suite

THE WOMEN'S LEADERSHIP PROGRAM

is designed to connect and grow strong leaders who lead both inside and out of the office. The Boston Chamber of Commerce's leadership development programs offer a unique blend of classroom and experiential learning that allows participants to:

- Build meaningful, long-lasting connections
- Learn from influential leaders
- Think critically about key business, policy and civic issues facing Greater Boston
- Apply learnings back to their workplaces

WOMEN IN LEADERSHIP SYMPOSIUM

is designed to develop a network of nationwide annual events and to be the premier resource for women to be able to network, mentor and participate in professional development programs geared toward helping them rise in their careers.

“We women have to love and believe in ourselves. It’s important to unlock your full potential and seize the opportunity to think bigger and aim higher. Building networks and reputations are important, as is being a role model to lead and influence others. Let’s be open-minded and treat others with respect and honor, instead of perpetuating prejudice and inequality.”

Mimi Tang

Acknowledgments

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