

# WOMEN OF COLOR IN THE ACADEMY

*Concrete Steps to Advancement  
and Career Success*

**Friday, April 27, 2018**

**8:30 am - 4:30 pm Conference**

**4:30 pm - 6:00 pm Reception**

*Hosted By*

**Northeastern University**





Hope Lewis teaching a class in 1993, one year after joining the law school faculty. (Photo by Joshua Levine.)

## *The Conveners and Committee Members dedicate this event to the life and work of Hope Lewis*

Dr. Hope Lewis (May 14, 1962-December 6, 2016) was a passionate champion of the poor and disadvantaged. She was a graduate of the Bronx High School of Science, Harvard College, and Harvard Law School. Dr. Lewis' teaching and scholarly work focused human rights and economic rights in the global economy. In 1992, Dr. Lewis joined the faculty at Northeastern Law School. At Northeastern, she co-founded the law school's Program on Human Rights and the Global Economy and served as the faculty director of the law school's Global Legal Studies program.

An internationally recognized legal scholar, Lewis authored numerous articles and co-authored the seminal textbook *Human Rights and the Global Marketplace: Economic, Social, and Cultural Dimensions*. She co-drafted and compiled the "Boston Principles on the Economic, Social, and Cultural Rights of Non-citizens," a project of the law school's Program on Human

Rights and the Global Economy. She was a founding co-chair of the American Society of International Law's International Disability Rights Interest Group and served on the ASIL executive council between 2010 and 2013. She also served on the board of governors of the Society of American Law Teachers and the executive committee of the Association of American Law Schools Section on Minority Groups.

In all that she did, both with pen and in deeds, her goal was to advance social justice and equality. Dr. Lewis was an inspiring, kind, warmhearted friend, colleague, and mentor. We are proud to continue the work that was her mission.

### **STARFISH STORY**

by Loren C. Eiseley

*A young girl was walking along a beach upon which thousands of starfish had been washed up during a terrible storm. When she came to each starfish, she would pick it up and throw it back into the ocean. People watched her with amusement.*

*She had been doing this for some time when a woman approached her and said, "Little girl, why are you doing this? Look at this beach! You can't save all these starfish. You can't begin to make a difference!"*

*The girl seemed crushed, suddenly deflated. But after a few moments, she bent down, picked up another starfish, and hurled it as far as she could into the ocean. Then she looked up at the woman and replied, "Well, I made a difference to that one!"*

*The woman looked at the girl and thought about what she had done. Inspired by her actions, the woman joined the little girl and started to throw the starfish back into the sea. Soon others joined and all the starfish were saved.*

**Adapted from *The Star Thrower***



CONFERENCE

# Schedule



**Conference Wifi Access**  
**Code: Conf036179**  
Network : NUWave - guest  
Select One Day Conference Login

**#WOCinACADEMY**

## Session Descriptions

**9:35 am**

**KEYNOTE REMARKS** Navigating Institutional Structures, Bias

Zulma Toro | Ballroom

Understanding institutional structures, which can be biased and differentially impact faculty women of color, is key to a successful academic career. Measuring your responses, both internally and externally, can be both challenging and rewarding. Personal experiences and sage advice are combined to provide insight into institutional structures which can particularly impede women of color.

**10:45 am - 12:00 pm**

**WORKSHOP** Teachable Moments: Strategies for Responding to Implicit Bias

Ellen Cushman, Alexia Ferracuti | Curry 318-320-322

Research on implicit bias suggests that it is omnipresent, including in the classroom. This workshop will highlight strategies for mitigating students' unexpressed and often unconscious biases. Furthermore, it will help its participants develop an action plan for creating personal agency as a woman faculty member of color that is critical to navigating institutional structures, as well as career satisfaction and advancement.

**PANEL** Don't Be a Star, Be a Galaxy: Building Research Networks

Barbara Guthrie, Ping-Ann Addo | Curry 333

Institutions are becoming increasingly interested in interdisciplinary endeavors. Such complexity calls for expanded research networks, or "galaxies." The members of this panel will share their experiences in enhancing their research through building extensive interdisciplinary networks. Challenges, drawbacks, and recommended approaches to identifying, establishing, and maintaining interdisciplinary research teams will be discussed.

**WORKSHOP** Demystifying Funding in Social Sciences and Humanities

Carla Kaplan | Curry 340

Applying for funding in the social sciences and humanities can be perplexing. This workshop aims to demystify the process by providing its participants with practical strategies and advice on how to avoid pitfalls when scoping a research proposal.

**PANEL** Academic Accomplishments: How to Let the World Know What You Do

Wally Fulweiler, Malika Jeffries-El, Sarah J. Jackson | Curry 342

Disseminating research is essential to building one's academic career. Modern technology provides many platforms for getting the word out on academic accomplishments, including through social media. This panel will provide a forum for sharing strategies and experiences on successfully publicizing one's academic work online.

**WORKSHOP** Mindfulness and Self-Care

Sasha Watkins | Curry 440

Mindfulness, meditation, yoga and other self-care strategies can be used to help us thrive in the high pressure and sometimes less than friendly environment of academia. This session will explore some mind and body health-based behaviors to support the success of women of color.

## Session Descriptions Continued

12:00 pm

### KEYNOTE REMARKS Building Research Networks and Collaborations

Julie Chen | Ballroom

In the current university environment, collaborative and interdisciplinary research has become an imperative for an academic career. Developing skills and thoughtful strategies can move us toward the research initiatives that bring the most fulfillment to our careers. Learning to lead successful teams and learning how to engage in the teams you are most interested sometimes takes some thoughtful planning. Dr. Chen will share her personal reflections and institutional insights.

1:45 pm - 3:00 pm

### WORKSHOP Building Alliance With Your Department Chair

Paula Hammond | Curry 318-320-322

The department chair holds a lot of weight in determining your academic destiny. How should you advocate for yourself as a female faculty member of color? This workshop will answer this and other questions related to building an alliance with your department chair through applying thoughtful upward communication strategies.

### PANEL Interdisciplinary Research and Teams

Carla Mattos, Marilyn Minus, Mala Radhakrishnan, Lorna Rivera | Curry 333

The world of research has migrated to interdisciplinary teams that more holistically address the problems of society, organizations, and the needs of people. In addition, more funding agencies and foundations are prioritizing their funding to support interdisciplinary research. The panelists will share their experiences and successful strategies used to address their interdisciplinary research endeavors.

### PANEL Post-Tenure Planning

Joyce Wong, Helen Lee, Carmen Sceppa | Curry 340

The panelists will share their insight and experiences on how they planned for promotion to full professor and how they promote their academic work. Associate professors will be particularly interested in this discussion.

### WORKSHOP Responding to Micro- (and not so micro-aggressions)

Karen Suyemoto | Curry 342

Female faculty of color encounter micro-aggressions from colleagues and students with frequency. Deciding how and when to respond is a challenge. This workshop will provide its participants with research-based strategies on identifying and responding to microaggressions in a way that promotes agency, supports your goals and values, and protects personal well-being.

### WORKSHOP Mindfulness and Self-Care

Bonita Jones | Curry 440

Mindfulness is being aware in this moment on purpose. It is a skill that can be developed and used during times of calm and times of stress. Mindfulness-based stress reduction is evidence-based and shown to aid in reducing anxiety, stress and chronic pain. Participants will understand the role of stressors and learn how to bring calm to themselves during a storm - whether external or internal. Participants will learn breathing awareness meditation, gentle mindful movement and practical self-care tools for better health. Please wear comfortable clothing that allows for gentle stretching.

3:15 pm - 4:30 pm

### KEYNOTE Developing Personal Resilience and Joy in an Academic Career

Melissa Nobles | Ballroom

Institutional structures often differentially impact women of color. To thrive personally and to create a path for others, we must decide how to effectively address obstacles, including microaggressions and other challenges. Dean Nobles will share her personal insights and strategies used not only to advance but also to enjoy her career.



# Speaker BIOGRAPHIES

### ZULMA TORO

is the President of Central Connecticut State University, the oldest publicly supported institution of higher education in Connecticut. She is the first female and first Hispanic president in CCSU's history.

Dr. Toro has long been an avid scholar and a champion of making higher education more diverse and more inclusive. Her publications testify eloquently about the national imperative of preparing women for careers in engineering and STEM, and she speaks passionately about the challenges and opportunities for women of color in realizing their full potential and breaking all manner of "glass ceilings."

Dr. Toro earned a PhD from the Georgia Institute of Technology, a Master's degree in industrial and operations engineering from the University of Michigan, and an undergraduate degree in industrial engineering from the University of Puerto Rico. She has served as, most recently, the Executive Vice Chancellor and Provost at the University of Arkansas, Little Rock. Prior to that, she was the Dean of the College of Engineering at Wichita State University, Kansas; the Dean of the School of Engineering and Applied Science at the University of New Haven, Connecticut; and the Chancellor of the University of Puerto Rico at Mayaguez.



*"If you don't like something, change it.  
If you can't change it, change your attitude."*

— Maya Angelou

*"Wakanda Forever!"*

— Okoye (Danai Gurira), Black Panther movie



### JULIE CHEN

is the Vice Chancellor for Research and Innovation at the University of Massachusetts Lowell. In this role, she directs UMass Lowell's \$65 million research enterprise, which spans all academic departments and 14 research and engagement centers and institutes.

As Vice Chancellor for Research and Innovation, Dr. Chen carries out UMass Lowell's mission to grow the innovation economy by overseeing the transfer of technology toward applications, and ensuring that research partners—which include large corporations and various federal and state agencies – are well served.

Dr. Chen earned her Ph.D, Master's, and Bachelor's degrees in Mechanical Engineering from the Massachusetts Institute of Technology. In addition to her roles as Vice Chancellor and Professor of Mechanical Engineering, Dr. Chen co-directs the Nanomanufacturing Center and the Advanced Composite Materials and Textile Research Center and a member of the Wind Energy Research Group. Additionally, Dr. Chen co-directs the institution's Making WAVES initiative, the result of a \$3.5 million dollar ADVANCE Institutional Transformation grant from the National Science Foundation.

### MELISSA NOBLES

is the Kenan Sahin Dean of the MIT School of Humanities, Arts, and Social Sciences. Dean Nobles' international, comparative research focuses on retrospective justice in light of ethnic and racial conflicts. She is the author of two books, *Shades of Citizenship: Race and the Census in Modern Politics* (Stanford University Press, 2000), and *The Politics of Official Apologies*, (Cambridge University Press, 2008), and is the co-editor with Jun-Hyeok Kwak of *Inherited Responsibility and Historical Reconciliation in East Asia* (Routledge Press, 2013). Her work has also appeared in the Annual Review of Political Science, Daedalus, American Journal of Public Health, and several edited books.

Her current research is focused on constructing a database of racial murders in the American South, 1930–1954. Working closely as a faculty collaborator and advisory board member of Northeastern Law School's Civil Rights and Restorative Justice law clinic, Nobles has conducted extensive archival research, unearthing understudied and previously unknown racial murders, and contributing to several legal investigations.

During her tenure as head of the Department of Political Science, Nobles oversaw the establishment of a new research program, the MIT Governance Lab, and a collaboration with members of the Department of Brain and Cognitive Sciences and the Cambridge-based non-governmental organization, Beyond Conflict, on the Neuroscience and Social Conflict Initiative. Her teaching includes graduate courses in transitional justice, ethnic politics, nationalism, and the foundations of political science, and undergraduate courses in comparative politics, Latin American studies, ethnic conflict in world politics, and social movements in comparative perspective.



# Panelists & Workshop

## LEADERS



**Ping-Ann Addo**  
Associate Professor of Anthropology, University of Massachusetts Boston



**Carmen Castaneda Sceppa**  
Associate Dean of Undergraduate Education and Professor of Health Sciences, Bouvé College of Health Sciences, Northeastern University



**Ellen Cushman**  
Associate Dean of Academic Affairs, Diversity and Inclusion and Dean's Professor of Civic Sustainability, College of Social Sciences and Humanities, Northeastern University



**Alexia Ferracuti**  
Associate Director of the Center for Advancing Teaching & Learning Through Research, Northeastern University



**Robinson "Wally" Fulweiler**  
Associate Professor of Biology and Earth and Environment, Boston University



**Barbara Guthrie**  
Associate Dean of Graduate Education and Professor of Nursing, Bouvé College of Health Sciences, Northeastern University



**Paula Hammond**  
David H. Koch Chair Professor of Engineering, Massachusetts Institute of Technology



**Sarah J. Jackson**  
Assistant Professor, Communication Studies and Faculty Affiliate, Women's, Gender, & Sexuality Studies Program and Department of Cultures, Societies, & Global Studies, Northeastern University



**Malika Jeffries-EI**  
Associate Professor of Chemistry, Boston University



**Bonita Jones**  
Certified Mindfulness Instructor, Certified Massage Therapist and Adjunct Faculty, Center for Mindfulness, University of Massachusetts Medical School

*"Each time a woman stands up for herself, without knowing it possibly, without claiming it, she stands up for all women."*

— Maya Angelou

*"Women sometimes go too far, it's true. But it's only when you go too far that others listen."*

— Indira Gandhi

## Panelists & Workshop Leaders Continued



### Carla Kaplan

Davis Distinguished Professor of American Literature, Professor of Women's Gender, and Sexuality Studies and Cultures, Societies, and Global Studies, Northeastern University



### Karen Suyemoto

Professor of Psychology and Asian American Studies, University of Massachusetts Boston



### Helen Elaine Lee

Professor of Comparative Media Studies and Writing, Massachusetts Institute of Technology



### Sasha (Alexandra) Watkins

Counselor/Psychotherapist, University Health and Counseling Services and Doctor of Education Candidate, Northeastern University



### Carla Mattos

Professor of Chemistry and Chemical Biology, Northeastern University



### Joyce Wong

Professor of Biomedical Engineering, Director of ARROWS: Advance, Recruit, Retain and Organize Women in STEM, Boston University



### Marilyn Minus

Associate Professor of Mechanical and Industrial Engineering, Northeastern University



### Mala Radhakrishnan

Whitehead Associate Professor of Critical Thought and Associate Professor of Chemistry, Wellesley College



### Lorna Rivera

Director of Gaston Institute for Latino Public Policy and Associate Professor of Women's, Gender, and Sexuality Studies, University of Massachusetts Boston

## INDIVIDUALIZED

# Action Plan

Women of Color in the Academy: Concrete Steps to Advancement and Career Success conference is designed to have a positive impact on the careers of faculty women of color. We anticipate this conference to be a springboard to new collaborations and new networks for faculty women of color in the Boston area. The conference aims to create a community of academic scholars who learn strategies from each other.

By the end of the conference, it is our hope you will have created a Career Action Plan and met numerous colleagues. We have prepared a number of questions to facilitate your career assessment.

Please take some time during the conference to complete this action plan and consider reviewing the plan with a mentor, colleague or your department chair.

## MENTORING

1. List your mentors, current and past
2. Three characteristics of an effective mentor
3. Three characteristics of an ineffective mentor
4. What additional types of mentoring characteristics will you need to reach your career goals?

## LOOKING FORWARD

1. For the areas you have identified as places for growth, what is your development plan (be as specific as possible as to where you will go or how you will seek out development opportunities)
2. What is the next academic level you hope to achieve?
3. Do you know the expectations for that level?
4. List who you can interview to learn about expectations and qualifications for the next academic level

### Review your plan with a mentor, department chair, or colleague

Adapted from UNC Charlotte ADVANCE Mid-Career Faculty Planning Process 2010-11.  
Adapted from Advancing Your Academic Career: A Valuable Workbook for Faculty by Lesia L. Crumpton-Young, Stephanie G. Adams, Rhonda R. Franklin. 2010 www.theacademiccafe.org

*"I am not free while any woman is unfree, even when her shackles are very different from my own."*

— Audre Lorde

*"Don't mistake politeness for lack of strength."*

— Sonia Sotomayor

## PERSONAL GOALS

### SHORT-TERM GOALS

(include timeline-weeks, months, within one year)

### LONG-TERM GOALS

(include timeline – within X years)

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STEPS/ACTIONS TO ACCOMPLISH THE GOALS

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STEPS/ACTIONS TO ACCOMPLISH THE GOALS

## TEACHING GOALS

### SHORT-TERM GOALS

(include timeline-weeks, months, within one year)

### LONG-TERM GOALS

(include timeline – within X years)

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STEPS/ACTIONS TO ACCOMPLISH THE GOALS

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STEPS/ACTIONS TO ACCOMPLISH THE GOALS

## SELF-CARE GOALS

### SHORT-TERM GOALS

(include timeline-weeks, months, within one year)

### LONG-TERM GOALS

(include timeline – within X years)

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STEPS/ACTIONS TO ACCOMPLISH THE GOALS

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STEPS/ACTIONS TO ACCOMPLISH THE GOALS

## RESEARCH GOALS

### SHORT-TERM GOALS

(include timeline-weeks, months, within one year)

### LONG-TERM GOALS

(include timeline – within X years)

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STEPS/ACTIONS TO ACCOMPLISH THE GOALS

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STEPS/ACTIONS TO ACCOMPLISH THE GOALS

*“No person is your friend who demands your silence,  
or denies your right to grow.”*

— Alice Walker

*“There is no poetry where there are no mistakes.”*

— Joy Harjo

## LEADERSHIP GOALS

### SHORT-TERM GOALS

(include timeline-weeks, months, within one year)

### STEPS/ACTIONS TO ACCOMPLISH THE GOALS

### LONG-TERM GOALS

(include timeline – within X years)

### STEPS/ACTIONS TO ACCOMPLISH THE GOALS

## SERVICE GOALS

### SHORT-TERM GOALS

(include timeline-weeks, months, within one year)

### STEPS/ACTIONS TO ACCOMPLISH THE GOALS

### LONG-TERM GOALS

(include timeline – within X years)

### STEPS/ACTIONS TO ACCOMPLISH THE GOALS

## RESOURCES

# Leadership Development Opportunities

## I. NATIONAL LEADERSHIP DEVELOPMENT PROGRAMS

- a. **American Association of University Professors (AAUP)**. [aaup.org/our-programs/education-training/aaupaaup-cbc-summer-institute](http://aaup.org/our-programs/education-training/aaupaaup-cbc-summer-institute)
- b. **AAC&U Leadership for Integrative Liberal Learning** [aacu.org/ill](http://aacu.org/ill)
- c. **Academy for Academic Leadership** [aalgroup.org/leaderdevelopment.cfm](http://aalgroup.org/leaderdevelopment.cfm)
- d. **American Council on Education (ACE)**
  - i. **ACE (OWHE) Presidents' Roundtable** [acenet.edu/leadership/programs/Pages/Presidential-Roundtables.aspx](http://acenet.edu/leadership/programs/Pages/Presidential-Roundtables.aspx)
  - ii. **ACE Institute for New Chief Academic Officers** [acenet.edu/leadership/programs/Pages/ACE-Institute-for-New-Chief-Academic-Officers.aspx](http://acenet.edu/leadership/programs/Pages/ACE-Institute-for-New-Chief-Academic-Officers.aspx)
  - iii. **ACE Advancing to the Presidency** [acenet.edu/leadership/programs/Pages/Advancing-to-the-Presidency.aspx](http://acenet.edu/leadership/programs/Pages/Advancing-to-the-Presidency.aspx)
  - iv. **ACE Institute for Leading Internationalization** [acenet.edu/leadership/programs/Pages/Institute-for-Leading-Internationalization.aspx](http://acenet.edu/leadership/programs/Pages/Institute-for-Leading-Internationalization.aspx)
  - v. **ACE Advancing to the CAO** [acenet.edu/leadership/programs/Pages/Advancing-to-the-CAO.aspx](http://acenet.edu/leadership/programs/Pages/Advancing-to-the-CAO.aspx)
  - vi. **ACE Fellows Program** [acenet.edu/leadership/programs/Pages/ACE-Fellows-Program.aspx](http://acenet.edu/leadership/programs/Pages/ACE-Fellows-Program.aspx)

- vii. **ACE Leadership Academy for Department Chairs** [acenet.edu/leadership/programs/Pages/Leadership-Academy-for-Dept-Chairs.aspx](http://acenet.edu/leadership/programs/Pages/Leadership-Academy-for-Dept-Chairs.aspx)
- e. **The Center for Creative Leadership**
  - i. **CCL Leadership at the Peak** [ccl.org/open-enrollment-programs/leadership-at-the-peak/](http://ccl.org/open-enrollment-programs/leadership-at-the-peak/)
  - ii. **CCL Leading for Organizational Impact** [ccl.org/open-enrollment-programs/leading-organizational-impact/](http://ccl.org/open-enrollment-programs/leading-organizational-impact/)
  - iii. **CCL Maximizing Your Leadership Potential** [ccl.org/open-enrollment-programs/maximizing-your-leadership\\_potential/](http://ccl.org/open-enrollment-programs/maximizing-your-leadership_potential/)
  - iv. **CCL Leadership Fundamentals** [ccl.org/open-enrollment-programs/leadership-fundamentals-a-program-by-center-for-creative-leadership/](http://ccl.org/open-enrollment-programs/leadership-fundamentals-a-program-by-center-for-creative-leadership/)
- f. **Harvard Graduate School of Education**
  - i. **Seminar for New Presidents** [gse.harvard.edu/ppe/program/harvard-seminar-new-presidents](http://gse.harvard.edu/ppe/program/harvard-seminar-new-presidents)
  - ii. **Crisis Leadership in Higher Education** [gse.harvard.edu/ppe/program/crisis-leadership-higher-education](http://gse.harvard.edu/ppe/program/crisis-leadership-higher-education)
  - iii. **Management Development Program** [gse.harvard.edu/ppe/program/management-development-program-mdp](http://gse.harvard.edu/ppe/program/management-development-program-mdp)
  - iv. **Institute for Educational Management (IEM)** [gse.harvard.edu/ppe/program/institute-educational-management-iem](http://gse.harvard.edu/ppe/program/institute-educational-management-iem)

*“I hope the fathers and mothers of little girls will look at them and say ‘yes’ women can.”*

— Dilma Rousseff

*“Drop the idea of becoming someone, because you are already a masterpiece. You cannot be improved. You have only to come to it, to know it, to realize it.”*

— Osho





**v. Institute for Management and Leadership in Education (MLE)**  
[gse.harvard.edu/ppe/program/institute-management-and-leadership-education-mle](http://gse.harvard.edu/ppe/program/institute-management-and-leadership-education-mle)

**g. Leadership in Higher Education Conference**  
[magnapubs.com/2016-leadership-in-higher-education-conference/](http://magnapubs.com/2016-leadership-in-higher-education-conference/)

**h. Wisconsin Leadership Development Institute**  
[chairacademy.com/](http://chairacademy.com/)

## II. REGIONAL LEADERSHIP DEVELOPMENT OPPORTUNITIES

**a. The Partnership, Inc.** [thepartnershipinc.org/services/leadership-development/](http://thepartnershipinc.org/services/leadership-development/)

**b. Association of Latino Professionals for America (ALPFA) Boston Coaching and Mentoring Program**  
[alpfa.org/members/group\\_content\\_view.asp?group=154134&id=580645](http://alpfa.org/members/group_content_view.asp?group=154134&id=580645)

**c. LeadBoston** [ywboston.org/our-work/our-programs/leadboston/](http://ywboston.org/our-work/our-programs/leadboston/)

## III. ETHNICITY LEADERSHIP DEVELOPMENT OPPORTUNITIES

**a. African American Board Leadership Institute** [aabli.org/programs-and-services/board-leadership-program/](http://aabli.org/programs-and-services/board-leadership-program/)

**b. American Association of Blacks in Higher Education Leadership and Mentoring Institute** [lmiexperience.org/](http://lmiexperience.org/)

**c. Asian Pacific American Women's Leadership Institute** [apawomen.org/](http://apawomen.org/)

**d. Leadership Education for Asian Pacifics, Inc. (LEAP)** [leap.org](http://leap.org)

**e. MANA: A National Latina Organization Avanzamos Leadership Institute**  
[hermana.org/2017-avanzamos-leadership-institute](http://hermana.org/2017-avanzamos-leadership-institute)

**f. Unidos US Leadership in Action Summit**  
[actionsummit.unidosus.org/](http://actionsummit.unidosus.org/)

**g. AASCU Millennium Leadership Institute (MLI)** [aascu.org/MLI/](http://aascu.org/MLI/)

## IV. FEMALE LEADERSHIP DEVELOPMENT OPPORTUNITIES

**a. The Women's Leadership Program**  
[ccl.org/leadership/index.aspx](http://ccl.org/leadership/index.aspx)

**b. Higher Education Resource Services (HERS) and the Bryn Mawr Summer Institute for Women in Higher Education**  
[hersnet.org/institutes/bryn-mawr-summer-institute/](http://hersnet.org/institutes/bryn-mawr-summer-institute/)

**c. ACE Spectrum Aspiring Leaders Program**  
[acenet.edu/leadership/programs/Pages/National-Womens-Leadership-Forum.aspx](http://acenet.edu/leadership/programs/Pages/National-Womens-Leadership-Forum.aspx)

**d. ACE National Women's Leadership Forum**  
[acenet.edu/leadership/programs/Pages/National-Womens-Leadership-Forum.aspx](http://acenet.edu/leadership/programs/Pages/National-Womens-Leadership-Forum.aspx)

**e. ACE Moving the Needle: Advancing Women in Higher Education Leadership.**  
[acenet.edu/leadership/programs/Pages/Moving-the-Needle.aspx](http://acenet.edu/leadership/programs/Pages/Moving-the-Needle.aspx)

**f. ACE Regional Women's Leadership Forum**  
[acenet.edu/leadership/programs/Pages/Regional-Womens-Leadership-Forum.aspx](http://acenet.edu/leadership/programs/Pages/Regional-Womens-Leadership-Forum.aspx)

**g. Women in Leadership Symposium**  
[wilsymposium.com/locations/united-states/](http://wilsymposium.com/locations/united-states/)

**h. Leadership Women America**  
[leadership-women.org/programs/america/](http://leadership-women.org/programs/america/)

**i. Simmons School of Management Leadership Conference for Women**  
[simmons.edu/leadership/](http://simmons.edu/leadership/)

**j. Harvard Women in Education Leadership**  
[gse.harvard.edu/ppe/program/women-education-leadership](http://gse.harvard.edu/ppe/program/women-education-leadership)

## V. SUBJECT SPECIFIC LEADERSHIP DEVELOPMENT OPPORTUNITIES

**a. Medicine/Health**

**i. Executive Leadership in Academic Medicine (ELAM)**  
[drexel.edu/medicine/Academics/Womens-Health-and-Leadership/ELAM/](http://drexel.edu/medicine/Academics/Womens-Health-and-Leadership/ELAM/)

**ii. The Cape Cod Institute**  
[cape.org/](http://cape.org/)

**iii. Association of American Medical Colleges (AAMC)**

**1. Chief Medical Officers Leadership Academy** [aamc.org/members/leadership/catalog/470180/cmoleadershipacademy.html](http://aamc.org/members/leadership/catalog/470180/cmoleadershipacademy.html)

**2. Leadership and Management Foundations for Academic Medicine and Science** [aamc.org/members/leadership/catalog/452666/leadershipandmanagementfoundationsforacademicmedicineandscience.html](http://aamc.org/members/leadership/catalog/452666/leadershipandmanagementfoundationsforacademicmedicineandscience.html)

**3. Leadership Education and Development Certificate Program** [aamc.org/members/leadership/](http://aamc.org/members/leadership/)

**4. Leadership Week** [aamc.org/members/leadership/catalog/464950/leadershipweek.html](http://aamc.org/members/leadership/catalog/464950/leadershipweek.html)

**b. Science, Technology, Engineering and Mathematics (STEM) Development Opportunities** [lmiexperience.org/](http://lmiexperience.org/)

**i. Committee on the Advancement of Women Chemists (COACH)** [coach.uoregon.edu/domestic-workshops/](http://coach.uoregon.edu/domestic-workshops/)

**ii. Executive Leadership in Academic Technology and Engineering (ELATE)**  
[drexel.edu/provost/initiatives/elate/](http://drexel.edu/provost/initiatives/elate/)

**iii. Leadership Excellence for Academic Diversity (LEAD)** [enr.washington.edu/lead/](http://enr.washington.edu/lead/)



*“The honor of the people lies in the moccasin tracks of the woman.”*

— Author unknown

*“Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare.”*

— Audre Lorde

# Acknowledgments

## NORTHEASTERN CONFERENCE PLANNING COMMITTEE

### Chair

**Nicole N. Aljoe**, Associate Professor of English and African American Studies

### Members

**John Armendariz**, Vice Provost Institutional Diversity & Inclusion

**Earlene Avalon**, Assistant Teaching Professor and Faculty Lead, CPS – Health Management and Health Science

**Nakeisha Cody**, Associate Director, John D. O'Bryant African-American Institute

**Ellen Cushman**, Associate Dean of Academic Affairs, Diversity and Inclusion and Dean's Professor of Civic Sustainability, College of Social Sciences and Humanities

**Audrey Grace**, Assistant Director, Institutional Diversity and Inclusion

**Sarah J. Jackson**, Assistant Professor of Communication Studies and Faculty Affiliate, Women's, Gender, & Sexuality Studies Program and Department of Cultures, Societies, & Global Studies

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