History
The University of Maryland ADVANCE Program fosters the retention, professional growth and advancement of a diverse faculty. Initiated through an NSF institutional transformation grant (2010-2016), the UMD ADVANCE was institutionalized as a cross-campus initiative to support faculty success.

ADVANCE Goals
We aim to:
- Create Transparency so all faculty have information and understand what they need to do to succeed.
- Enrich Professional Networks so all faculty have support from colleagues.
- Increase Retention so more faculty feel UMD is the best place to build a career.
- Increase Awareness of and Reduce Implicit Bias and its negative effects on faculty careers.
- Improve Work Environments and climate so they are equitable and provide faculty challenge and support.

We accomplish these goals by creating strategic relationships between faculty on campus where we identify work environment challenges and tackle them together to become a more inclusive university.

ADVANCE Professors
Distinguished women faculty of all disciplines and intersectional identities who act as role models and facilitators of professional growth, faculty success, and excellence in their colleges. They advise the ADVANCE program leadership on all initiatives. ADVANCE Professors become ADVANCE Fellows and continue to advise the program on strategic directions after their service as college ADVANCE Professors.

Strategic Networks for Faculty
- Keeping Our Faculties (KOF) – Year-long, mutual mentoring seminar designed to enhance the professional growth of early-career women faculty. Meets once a month with Professor of Journalism, Linda Steiner, leading KOF.
- Leadership Fellows – Year-long leadership development program for UM faculty which aims to grow local faculty leadership talent through on-campus peer networks, professional development, and mentoring. Dean Darryll Pines of the A. James Clark School of Engineering and Dean Bonnie Thornton Dill of the College of Arts and Humanities direct Leadership Fellows.
- ADVANCING Faculty Diversity (AFD) – Four Diversity and Inclusion focused writing retreats throughout 2019-2020, with luncheons focused on issues of diversity, equity and inclusion and how to create success networks for faculty. Retreats held October 24 and December 11, with dates tbd in spring.
- ADVANCING Professional Track Faculty (APTF) – Year-long network of full-time professional track (men and women) created to enhance agency in career advancement. Katerina (Kaci) Thompson, Instructor of Biological Sciences, and Assistant Dean for Science Education Initiatives in the College of Computer, Mathematical, and Natural Sciences, leads APTF.
- ADVANCING Together (AT) – Workshops for women associate professors created to enhance agency in career advancement to full professor. Led by ADVANCE Professors.

Project Activities (2019-2020)

Above: ADVANCING Faculty Diversity; Below: Keeping our Faculties
Inclusive Faculty Hiring Project
Increasing the diversity of the faculty is an important goal of the University of Maryland. The Inclusive Faculty Hiring Program (2016-2018) created a rich set of resources on evidence-based practices shown to reduce implicit bias and enhance the recruitment and hiring of diverse faculty. Please see our website to access handouts and tools for search committees and hiring officials: https://www.advance.umd.edu/inclusive-faculty-hiring

The Faculty Workload and Rewards Project
The Faculty Workload and Rewards Project engages departments in a collaborative change process to solve problems of unequitable, invisible, and unrewarded faculty workloads. Funded by the National Science Foundation ADVANCE Program as an action-research project, the Faculty Workload and Rewards Project engages academic departments to better understand and initiate change around faculty work practices and conditions that promote equity. Project Co-Pls KerryAnn O’Meara and Betsy Beise, along with Dawn Culpepper, are available to share what has been learned from this national action research project with interested departments. http://facultyworkloadandrewardsproject.umd.edu/

Women First Event
A celebration and photography exhibit featuring women faculty trailblazers at the University of Maryland. This exhibit celebrates some of the many women who achieved a “first” within their department or college. This year we will run the event in March and will be taking nominations by December 1, 2019. Website: https://advance.umd.edu/first-to-advance

TERP Allies Program
TERP Allies is an interactive theater workshop intended to increase awareness of the biases that emerge in everyday work settings among faculty, staff, and students. It is designed to show participants how we can all become better at recognizing biases as they occur and become allies to mitigate or change the harm they cause. Facilitators and non-professional, volunteer actors (UMD faculty, staff, and graduate students) use humor and the arts as a way to open discussion and learn bias mitigation strategies. The workshop is available for faculty, staff, and graduate student groups, units, or departments of 20 or more. TERP Allies is coached by Carmen Balthrop, Professor of Voice and Opera and ADVANCE Fellow. To learn more or to schedule the workshop, please contact Dawn Culpepper: dkculpep@umd.edu

Dashboards
The Dashboard is an online tool available on the ADVANCE website that displays information regarding faculty demographics, time to advancement, salary ranges, and service in easy-to-read tables. The goal of the Dashboard is to increase the availability, accessibility, and transparency of data related to faculty careers in each college. To access, tenured/tenure track faculty may login at: www.advance.umd.edu. Click on “Faculty Login to Dashboard.”

The ADVANCE Research and Evaluation team engages in institutional research and social science research to understand the influence of organizational practices on faculty agency and professional growth, retention, satisfaction and productivity with a particular focus on equity for women and URM groups. The ADVANCE Program’s website highlights research conducted by ADVANCE and other scholars on equity issues and highlights recent accomplishments of women faculty. Website: www.advance.umd.edu

ADVANCE reports to the Provost’s Office and works closely with the Office of Faculty Affairs, Office of Diversity & Inclusion, Deans, and Faculty Leaders. ADVANCE is funded by The Provost’s Office, Office of Diversity & Inclusion, Division of Research, Academic Colleges, The Graduate School and Undergraduate School.

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