

DAC Newsletter:

Diverse and Community Engaged Faculty

On Thursday March 20, Diversity Action Committee in partnership with the Office for Academic Community Engagement will be hosting two workshops on supporting diverse and community engaged faculty, featuring Dr. KerryAnn O'Meara. KerryAnn is the Director of the University at Maryland ADVANCE Program, an NSF funded initiative that aims to produce academic environments with assumptions, values and beliefs, policies and practices that support and generate professional growth and excellence for all faculty.

The morning session will focus on the elements of campus climate that are most and least effective to diverse faculty and newer forms of scholarship. In the afternoon, the focus will shift to policies and strategies that administrators and campus leaders can put into place to ensure full participation.

Please register for one or both sessions by clicking here:

https://siena.qualtrics.com/SE/?SID=SV_7NIWAe4ZhAa6WYI

What, one might ask, is the link between diversity and community engagement?

Ruth Kassel, Assistant Director for Academic Community Engagement, reflects on this issue:



"It has been an honor to serve on DAC as one representative of the Office of ACE. The links between diversity and community engagement efforts have been well established. Faculty who are engaged in the community are more likely to be of diverse backgrounds and are also in the best position to create meaningful and academically-focused opportunities that help students to engage with a diverse population within and outside the College. ACE is happy to be able to aid in creating opportunities to link diversity and community engagement and support our faculty through institutional and individual support."

Light refreshments will be served. This event is co-sponsored by The Diversity Action Committee, The Office for Academic Community Engagement and New York Campus Compact.

Siena's Office for Academic Community Engagement and Diversity Action Committee as well as New York Campus Compact present:



KerryAnn O'Meara

Supporting Diverse and Community Engaged Faculty

**March 20, 2014 at Siena College
Sarazen Student Union**

10am – 12pm Regarding Diverse and Community-Engaged Faculty: Cultures and Structures for Full Participation

1:30pm – 3:30pm What Academic Leaders CAN Do: Strategies to Encourage Full Participation and Faculty Success

Light refreshments served.

KerryAnn O'Meara is currently Co-PI and Co-Director of the UMD Advance Project, an NSF funded project to make the University of Maryland and its colleges and departments better organizational environments for professional growth. She is working to advance knowledge and practice of the ways colleges and universities enable and constrain faculty agency as they brush up against various contexts – whether they be academic reward systems unfriendly to engaged scholarship, balance of work and life, discriminatory climates, or lack of access to resources and information. Her research focuses on faculty community engagement and the organizational environments that support civically engaged faculty as well as academic

Regarding Diverse and Community-Engaged Faculty: Cultures and Structures for Full Participation

10am – 12am (Sarazen Student Union)

Our college and university campuses are increasingly diverse, with more women and under-represented faculty, and more diverse forms of scholarship than ever before. Yet our academic institutions are not yet structured to fully include and embrace diverse faculty and newer forms of scholarship. In this session, KerryAnn O'Meara joins us to discuss individual and organizational strategies and practices that can be put in place to support diverse forms of knowledge-creation and diverse faculty. Among these are addressing issues of workload, promotion and tenure, bias, transparency, isolation and professional growth.

What Academic Leaders CAN do: Strategies to Encourage Full Participation and Faculty Success

1:30 – 3:30 (Sarazen Student Union)

Administrators play a critical role in designing work environments that eliminate bias, foster professional growth and provide a sense of procedural justice. Building from the morning presentation, Dr. O'Meara will lead a conversation with academic leaders regarding specific organizing practices in academic reward systems, climate, and division of labor that can disadvantage scholars involved in community engaged scholarship, and women and under-represented minority faculty. O'Meara will discuss concrete steps some departments have taken to respond to perceived and established inequality, and work with participants to consider implications for their own academic homes.