Faculty Women of Color in the Academy

National Conference

Taking it to the Next Level

March 28-29, 2014

Hosted by the University of Illinois at Urbana-Champaign
The true worth of a race must be measured by the character of its womanhood.

~Mary McLeod Bethune
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.

But with those challenges comes the opportunity to make the path easier for those who will follow you and be the next generation of leaders in the Academy.

Once again, welcome to the conference for Faculty Women of Color in the Academy.

Phyllis M. Wise
Chancellor
FOELLINGER AUDITORIUM & MAIN QUAD
Designed by Architect Clarence H. Blackall (Class of 1877)
Dedicated in 1907
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
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. While graduate students and faculty often share similar challenges as women of color in the academy, there are also distinct differences. Faculty women of color, in particular, have a dual responsibility of not only supporting and mentoring the next generation of scholars and helping them to navigate the pitfalls and the potential of higher education, but also simultaneously navigating their own often treacherous tenure and promotion journeys.

This conference, then, has been designed to respond to the unique needs of faculty, graduate students, and post-docs. 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 connect with one another, support each other and empower themselves as they pursue excellence within the academy. Let’s take it to the next level!

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

Dr. Menah Pratt-Clarke, Chair
Associate Chancellor and Associate Provost
University of Illinois at Urbana-Champaign
# Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Maps</td>
<td>7</td>
</tr>
<tr>
<td>Conference Agenda</td>
<td>8</td>
</tr>
<tr>
<td>Workshops</td>
<td>12</td>
</tr>
<tr>
<td>Keynote Speakers</td>
<td>18</td>
</tr>
<tr>
<td>Featured Presentations</td>
<td>22</td>
</tr>
<tr>
<td>Lunch Performers</td>
<td>27</td>
</tr>
<tr>
<td>Notes</td>
<td>34</td>
</tr>
</tbody>
</table>
The Office of Diversity, Equity, and Access

is proud to support the

Faculty Women of Color in the Academy National Conference
OMSA provides services to students to assist with personal and academic achievement. OMSA serves historically underrepresented students, those admitted to the University through the Educational Opportunities Program (EOP) and the President’s Award Program (PAP), first-generation and economically disadvantaged students, and any student who is accepted through OMSA’s affiliated programs.

Programs include:

- TRIO Academic Talent Search College Prep Program
- TRIO Upward Bound College Prep Academy
- TRIO Student Support Services
- TRIO Ronald E. McNair Post-Baccalaureate Achievement Program
- I-GPS: Illinois Graduate School Preparation Series
- Academic Mentoring Program & Services
- Tutoring & Instructional Services Center
- Educational Opportunity Program
- President’s Award Program
- Annual Mom’s Day Scholastic Awards Ceremony
- The Reginald & Frances Hayes H.O.P.E. Scholarship
- Dean Michael L. Jeffries and Mrs. Gayle Jeffries and Friends Office of Minority Student Affairs High Achievement Scholarship
Conference Schedule
2014 Faculty Women of Color in the Academy Conference

Friday, March 28
I Hotel and Conference Center

1:00 p.m. - 5:00 p.m.  Conference Check-in and Registration
South Lobby

3:00 p.m. - 5:00 p.m.  Workshops
Lincoln Room

**Faculty Track**
Roundtable Discussions on Interdisciplinary Research

**Moderator:**
Menah Pratt-Clarke, Associate Chancellor and Associate Provost
University of Illinois at Urbana-Champaign

**Panelists:**
Princess Imoukhuede, Assistant Professor
University of Illinois at Urbana-Champaign
Denise Lewin Loyd, Associate Professor
University of Illinois at Urbana-Champaign
Safiya Noble, Assistant Professor
University of Illinois at Urbana-Champaign

Technology Room

**Graduate Student Track**
Preparing to Enter the Academy

**Moderator:**
Janice Collins, Assistant Professor
University of Illinois at Urbana-Champaign

**Presenter:**
Isabel Molina-Guzmán, Associate Professor
University of Illinois at Urbana-Champaign
Rema Reynolds, Assistant Professor
University of Illinois at Urbana-Champaign
Conferece Schedule
2014 Faculty Women of Color in the Academy Conference

Friday, March 28

I Hotel and Conference Center

5:30 p.m. - 7:30 p.m.
Chancellor Ballroom

WELCOME RECEPTION
Hors d’oeuvres/Networking
Welcome Address
Menah Pratt-Clarke, Associate Chancellor and
Associate Provost
University of Illinois at Urbana-Champaign

7:00 p.m. - 7:30 p.m.
Chancellor Ballroom

Musical Performance
Phoebe Lenear
Psalmist and Gospel Recording Artist

7:30 p.m. - 9:00 p.m.
Chancellor Ballroom

Keynote Introduction:
Denice Hood, Associate Professor
University of Illinois at Urbana-Champaign

Keynote:
Nell Irvin Painter, Professor Emeritus
Department of History
Princeton University

Q&A

9:00 p.m. - 10:00 p.m.
Chancellor Ballroom

BOOK SIGNING
Nell Irvin Painter
The History of White People
2014 Faculty Women of Color in the Academy Conference

Saturday, March 29

I Hotel and Conference Center

7:00 a.m. - 12:00 p.m.  
Conference Check-In and Registration  
North Lobby

7:00 a.m. - 8:00 a.m.  
Breakfast  
Illinois Ballroom

8:00 a.m. - 9:30 a.m.  
Keynote Introduction:  
Isabel Molina-Guzman, Associate Professor  
University of Illinois at Urbana-Champaign  
Illinois Ballroom

Keynote:  
Waded Cruzado, President  
Montana State University

9:30 a.m. - 12:30 p.m.  
Workshops  
Lincoln Room

Faculty Track  
Race, Gender, and Class in Academia:  
A Workshop for Female Faculty of Color  
Technology Room

Facilitator:  
Carmen G. Gonzalez, Professor  
Seattle University School of Law  
Co-editor, Presumed Incompetent:  
The Intersections of Race and Class for Women in Academia

Graduate Student Track  
Succeeding in the Academy  
Technology Room

Introduction:  
Janice Collins, Assistant Professor  
University of Illinois at Urbana-Champaign

Presenter:  
Regina Dixon-Reeves  
Faculty Development/Diversity Specialist  
University of Chicago Medicine and Biological Sciences
Agenda

Conference Schedule

2014 Faculty Women of Color in the Academy Conference

Saturday, March 29

I Hotel and Conference Center

12:30 a.m. - 1:30 p.m.

Lunch

Illinois Ballroom

1:15 p.m. - 1:30 p.m.

Introduction:
Menah Pratt-Clarke, Associate Chancellor and Associate Provost
University of Illinois at Urbana-Champaign

Lincoln Room

Lunch Performance:
Latrell Bright
INNER VOICES Social Issues Theatre
University of Illinois Urbana-Champaign

1:30 p.m. - 2:15 p.m.

The Publication Process:
Dawn Durante, Assistant Editor
University of Illinois Press

Illinois Ballroom

Q&A

2:15 p.m. - 2:30 p.m.

Break

2:30 p.m. - 4:00 p.m.

Closing Keynote:
Kimberlé Crenshaw
Professor, University of California, Los Angeles
Professor, Columbia School of Law

Illinois Ballroom

Q&A

4:00 p.m. - 4:15 p.m.

Closing Remarks:
Menah Pratt-Clarke, Associate Chancellor and Associate Provost
University of Illinois at Urbana-Champaign

Illinois Ballroom

4:30 p.m. - 5:30 p.m.

Book Signing
Carmen Gonzalez
Presumed Incompetent

Illinois Ballroom
Interdisciplinary Research has been surging in academia as increasingly complex problems require the expertise of individuals from a range of disciplines. This workshop will address the challenges and opportunities of interdisciplinary work in academia. Scholars with affiliations in the Colleges of Business, Engineering, Media, Liberal Arts and Sciences, Education, Law, and the Graduate School of Library and Information Science will discuss their experiences conducting and publishing interdisciplinary work and provide ideas for best practices when considering interdisciplinary research. Time will be allotted for Q&A and for attendees to consider how to implement suggestions in their own research programs.

**MODERATOR**

Dr. Menah Pratt-Clarke  
Associate Chancellor for Strategic Affairs  
Associate Provost for Diversity  
Associate Professor, Education Policy, Organization and Leadership  
Associate Professor, Institute of Government and Public Affairs  
Associate Professor, African American Studies  
University of Illinois at Urbana-Champaign

Menah Pratt-Clarke received a BA and MA in Literary Studies from the University of Iowa. Additionally, she received a JD, MA and PhD in Sociology from Vanderbilt University. She worked as a federal appellate law clerk for 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. Dr. Pratt-Clarke taught at Vanderbilt Law School, Fisk University, and American Baptist College in Nashville. She has over 15 years of legal, administrative, and higher education experience and is a licensed attorney in Illinois and Tennessee. She joined the University of Illinois as the Assistant Provost and Associate Director for the Office of Diversity, Equity, and Access in October 2006. She is currently the Associate Chancellor for Strategic Affairs, Associate Provost for Diversity, and Title IX Coordinator. She is also an Associate Professor in the College of Education, and has affiliations with Education Policy, Organization and Leadership, Gender and Women’s Studies, African-American Studies, the Center for African Studies, the Institute for Government and Public Affairs, and the College of Law. She teaches in the areas of critical race studies, Black feminism, and critical race feminism and her publications address issues of diversity in higher 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. She recently completed her second book, “*From Sharecropping to the Academy: a 20th century Critical Race Feminist Auto/Biography.*”
Professor Imoukhuede earned her SB in Chemical Engineering from the Massachusetts Institute of Technology (MIT) where her research earned her the coveted Class of 1972 award, presented annually to the project that most improves the quality of life through its impact on people and/or the environment.

Professor Imoukhuede’s research was funded by the National Science Foundation’s Biotechnology Process Engineering Center at MIT and through a Bioengineering Undergraduate Research Award by the MIT Division of Bioengineering and Environmental Health. Professor Imoukhuede was also an NCAA All-American athlete, garnering these honors three times for placing at the NCAA Track and Field Championships.

After earning her undergraduate degree, Professor Imoukhuede pursued graduate study in Bioengineering at the California Institute of Technology (Caltech) in Pasadena, CA. Here, she combined sensitive techniques in biomedical optics with nanoparticle imaging towards understanding the structure, function, and trafficking of a key protein in epilepsy, the GABA transporter, GAT1. She also performed research in nicotine addiction through molecular imaging of nicotinic acetylcholine receptors. Professor Imoukhuede’s research in nanotechnology earned her the Kavli Nanoscience Institute Award and her graduate research was supported by the National Institutes of Health. Professor Imoukhuede was the first African-American woman to be awarded a Bioengineering PhD by Caltech and was only the second African-American woman to earn a PhD from Caltech’s Division of Engineering and Applied Science.

Professor Imoukhuede completed a Postdoctoral Fellowship in the Biomedical Engineering Department at the Johns Hopkins University School of Medicine. During her fellowship at Johns Hopkins, she was 1 of 10 postdoctoral fellows nationwide to earn the prestigious United Negro College Fund/Merck Postdoctoral Research Fellowship, one of six young investigators to earn the FASEB Postdoctoral Professional Development Award, and her work was awarded a Poster Award at the biennial Gordon Conference in Angiogenesis. Her postdoctoral work was also supported by the National Institutes of Health. Professor Imoukhuede’s biography is featured in the book, A Hand Up: Women Mentoring Women in Science.
Denise Lewin Loyd is an Associate Professor of Organizational Behavior in the Department of Business Administration at the University of Illinois at Urbana-Champaign. She received her PhD from the Kellogg School of Management at Northwestern University. Professor Loyd studies the impact of diversity in groups. Specifically, she examines the way group composition affects the cognition, feelings, and behavior of individuals. She is particularly interested in how one’s numerical representation and social status in a group interact to affect outcomes such as judgment, influence, and information sharing. Her work explores the relationship between members of the minority and majority as well as relationships within these sub-groups. A recent project examines the joint impact of status and distinctiveness (or being in the numerical minority) in evaluative groups on an individual’s judgment of a similar other. Another project looks at the experience of and reactions to being one of only two members of a category within a group in contrast to being the only one.

Her work appears in outlets such as Organization Science, Organizational Behavior and Human Decision Processes, and the Academy of Management Learning and Education Journal. Professor Loyd has received awards for her research from the International Association for Conflict Management, the Academy of Management, and the State Farm Foundation.

Safiya Noble, PhD is an Assistant Professor of Media and Cinema Studies and faculty affiliate to the Institute for Communications Research, the Graduate School of Library & Information Science, the National Center for Supercomputing Applications, the Center for African Studies, the Center for Writing Studies, and the Department of Gender and Womens Studies at the University of Illinois at Urbana-Champaign. Her research focuses on digital media platform design and social informatics, representation of people of color and women in commercial search and social media systems, and information policy. Her work also includes STEM barriers for African American women and girls.
Dr. Janice Marie Collins is a multi-award winning journalist with 20 years of experience in the journalism industry and an award-winning professor with 11 years of university teaching experience. She has earned Emmy, Best of Gannett and Associated Press awards for writing, editing, video journalism, reporting and producing. She was recently named one of the Top 50 Journalism Professors of 2012 by Journalismdegree.org.

Dr. Collins’ research focuses on leadership development and issues of self-empowerment, gender and race in media, journalism, and college classrooms/newsrooms. Her research adds to the pedagogical narratives that examine approaches to the issues of diversity and self-empowerment in educational professional cultures.

Collins earned a Ph.D. in Mass Communications from the Scripps College of Communications at Ohio University-Specializing in Media Management and Critical Cultural Theory and an Associate Certification in Women’s Studies. She received her Masters of Science at the E.W. Scripps School of Journalism at Ohio University and a Bachelor of Arts degree in Speech Communications and Theatre Arts with a concentration in Communication/Rhetoric at Wake Forest University.

Isabel Molina-Guzmán is author of *Dangerous Curves: Latina Bodies in the Media*. She served as chair of the Department of Latina/Latino Studies from 2007-2008 and 2009-2012. Molina-Guzmán is currently an Associate Professor in Latina/Latino Studies, Media & Cinema Studies, and Gender & Women’s Studies at the University of Illinois at Urbana-Champaign. Her works have appeared in numerous edited collected and academic journals such as Latino Studies, Critical Studies in Media and Communication, and Popular Communication.
Rema Reynolds is a former teacher, counselor, and administrator who works in urban schools serving culturally, ethnically, and racially diverse students and families. Dr. Reynolds has worked as a consultant for a number of school districts across the country assisting teachers and administrators in taking deliberate action in facilitating community engagement and inviting parents to participate in ways meaningful for them and beneficial for students. Developing servant leaders, Dr. Reynolds has also taught and presented at professional conferences throughout the United States and in over 17 countries.

Dr. Reynolds’ research examines issues of parent engagement as they relate to Black families and student achievement, instructional strategies educators employ to honor and incorporate literacies students bring to the classroom, cultural competencies counselors and school counselors acquire through their respective preparatory programs, and the roles of school administrators in community and civic development. Her forthcoming books focus on engaging underrepresented parents in schools and provide practical guides and strategies for parents and school officials.

A part of Dr. Reynolds’ educational philosophy involves the active recruitment and ongoing mentoring of emerging scholar-practitioners. Addressing issues of equity and access, Dr. Reynolds maintains a strong commitment to seeing underrepresented scholars through the educational pipeline. Dr. Reynolds actively advocates for marginalized students and is most concerned with the social and academic development of young folks. She believes in the potential of every student and works to have their strengths realized as gifts necessary to improve society.
Dr. Nell Irvin Painter is a leading historian of the United States. She is currently the Edwards Professor of American History at Princeton University. She was Director of Princeton's Program in African-American Studies from 1997 to 2000. In addition to her doctorate in history from Harvard University, she has received honorary doctorates from Wesleyan, Dartmouth, SUNY-New Paltz, and Yale.

As a scholar, Dr. Painter has published numerous books, articles, reviews, and other essays. Her most recent book is *Southern History Across the Color Line*. Six earlier books are also still in print. She has served on numerous editorial boards and as an officer of many different professional organizations, including the American Historical Association, the Organization of American Historians, the American Antiquarian Society, the Association for the Study of Afro-American Life and History, and the Association of Black Women Historians.

Dr. Painter’s contribution to the historical depictions of black Americans throughout the Progressive and Reconstruction Eras in the United States have gained her widespread recognition. Two works in particular, *Exodusters: Black Migration to Kansas After Reconstruction*, and *The Narrative of Hosea Hudson: His Life as a Negro Communist in the South*, have drawn much attention. New York Times Book Review contributor Joe Klein has said that Dr. Painter “seems to have a knack for finding the more curious nooks and crannies of the black experience in America.”

Dr. Painter has received various awards and fellowships throughout her career as a historian. She has been presented with the Candace Award, the National Coalition of 100 Black Women, and the Coretta Scott King Award from the American Association of University Women. She has been awarded fellowships from the American Council of Learned Societies, the Guggenheim Foundation, and the National Endowment for the Humanities. At Harvard University, she received the Radcliffe Institute Fellowship, and at the University of North Carolina at Chapel Hill, she was a fellow in American history through the National Humanities Center.

In 2005, Dr. Painter published *Creating Black Americans: African American History and Its Meanings, 1619 to the Present*. It won the Gustavus Myers Center Outstanding Book Award in 2006. Dr. Painter’s most recent book is entitled *The History of White People*, which was published in 2010. In this book, Dr. Painter examines how whiteness is socially constructed and is used as a “defining characteristic” of race. According to literary critic Anthony Pagden, *The History of White People* does not focus on the actual history of white people, but rather delves into discussing how “white people invented the concept of whiteness.” (Contemporary Authors Online)
KEYNOTE

SATURDAY, MARCH 29
8:00 A.M. - 9:30 A.M.
ILLONOIS BALLROOM

Dr. Waded Cruzado
President
Montana State University

Since January of 2010, Dr. Waded Cruzado has served as the 12th President of Montana State University, an institution recognized by the Carnegie Foundation as one of 108 universities for its “Very High Research Activity” and one of 54 institutions recognized by Carnegie as a “Community Engaged University.” As President of MSU, Dr. Cruzado has significantly reshaped the face and future of the state’s first land-grant institution. An articulate and inspirational speaker on the role of land-grant universities, she has become a well-known champion of the land-grant’s tripartite mission of education, research and public outreach.

Under President Cruzado’s leadership, a number of innovative academic programs have been launched. Among them, the establishment of the Cooperative Veterinary Program, in partnership with Washington State University, as well as the enhancement, after more than 40 years, of the WWAMI program, a Medical Education consortium program working in collaboration with the University of Washington. MSU also established Gallatin College, providing quality 2-year programs and certificates, dual enrollment coursework and transfer opportunities.

MSU has undertaken and completed numerous major construction and renovation projects since President Cruzado took office. MSU raised $10 million for a renovation of the end-zone of Bobcat Stadium, completing the fund-raising, design and construction phases of the project in under 10 months. MSU also established the new Jake Jabs College of Business and Entrepreneurship and is constructing Jabs Hall, thanks to a $25 million donation. Most recently, MSU received a $50 million donation – the largest private gift in the history of the state. MSU is planning to construct the Norm Asbjornson Innovation Center, an innovative laboratory and classroom facility for the College of Engineering. Concurrently, scientific research expenditures reached a record-breaking level at more than $400 million, and MSU has set new enrollment records, registering a 24 percent increase, all within the first four years of Dr. Cruzado’s presidency.

President Cruzado has been honored as the 2011 Michael P. Malone Educator of the Year by the Montana Ambassadors for outstanding accomplishment, excellence and leadership in the field of education. In 2012, The Association of Public and Land-Grant Universities awarded President Cruzado the Seaman A. Knapp Memorial Lectureship, in honor of the founder of the Cooperative Extension Service. President Cruzado has also been recognized as a Paul Harris Fellow by Rotary International.

In 2012, President Barack Obama appointed Dr. Cruzado to the Board for International Food and Agricultural Development (BIFAD), a seven member advisory council to USAID, whose primary role is to advise on agriculture, rural development and nutrition issues related to global food insecurity and the eradication of hunger in the world.
Kimberlé Crenshaw teaches Civil Rights and other courses in critical race studies and constitutional law. Her primary scholarly interests center around race and the law, and she was a founder and has been a leader in the intellectual movement called Critical Race Theory. She was elected Professor of the Year by the 1991 and 1994 graduating classes. She now splits her time each year between UCLA and the Columbia School of Law.

At the University of Wisconsin Law School, where she received her LL.M., Professor Crenshaw was a William H. Hastie Fellow. She then clerked for Justice Shirley Abrahamson of the Wisconsin Supreme Court. Professor Crenshaw's publications include *Critical Race Theory* (edited by Crenshaw, et al., 1995) and *Words that Wound: Critical Race Theory, Assaulitive Speech and the First Amendment* (with Matsuda, et al., 1993). In 2007, Professor Crenshaw was awarded the Fulbright Chair for Latin America in Brazil. In 2008, she was nominated an Alphonse Fletcher Fellow. In the same year she joined the selective group of scholars awarded with an in-residence fellowship at the Center of Advanced Behavioral Studies at Stanford.

In 1996, she co-founded the African-American Policy Forum to highlight the centrality of gender in racial justice discourse. Professor Crenshaw is also a founding member of the Women's Media Initiative and writes for Ms. Magazine, the Nation and other print media and is a regular commentator on NPR's "The Tavis Smiley Show" and MSNBC. With the support of the Rockefeller Foundation, Dr. Crenshaw facilitates the Bellagio Project, an international network of scholars working in the field of social inclusion from five continents.
Featured Presentations
FACILITATOR

Carmen G. Gonzalez
Professor
Seattle University School of Law

Carmen G. Gonzalez is a Professor of Law at Seattle University School of Law. She writes in the areas of international environmental law, environmental justice, trade and the environment, and food security. After graduating from Yale University and Harvard Law School, she clerked for Judge Thelton E. Henderson of the U.S. District Court for the Northern District of California, and practiced law at Pillsbury, Madison and Sutro, where she specialized in environmental litigation. She later served as an attorney at Pacific Gas and Electric Company and as Assistant Regional Counsel in the San Francisco office of the U.S. Environmental Protection Agency (EPA).

Professor Gonzalez was a Fulbright Scholar in Argentina, a U.S. Supreme Court Fellow, and a Visiting Scholar at Cambridge University in the United Kingdom. She is the co-editor (with Gabriella Gutierrez y Muhs, Yolanda Flores Niemann, and Angela P. Harris) of Presumed Incompetent: The Intersections of Race and Class for Women in Academia.
This workshop examines the obstacles that female faculty of color encounter on the road to tenure and beyond, and provides strategies that can be used to address institutionalized bias and to create a more equitable and inclusive campus environment.

**PRESENTER**

Dr. Regina Dixon-Reeves  
Faculty Development/Diversity Specialist  
Office of Diversity and Inclusion  
University of Chicago Medicine and Biological Sciences

Regina Dixon-Reeves is the Faculty Development/Diversity Specialist for the University of Chicago Medicine and Biological Sciences. In this role, she provides administrative support to the Associate Dean for Diversity and manages the day to day operations of the Office of Diversity and Inclusion where she oversees diversity and inclusion programs, initiatives, and strategic planning. She works collaboratively with the offices in the Pritzker School of Medicine, University of Chicago Hospitals, and the University Provost’s Office.

Dr. Reeves is a past president (2009-2010) and current treasurer of the Association of Black Sociologists and has served as chair of the Professional Development Committee for that organization for 14 years. She is a member of the editorial board of Issues in Race & Society: An Interdisciplinary Global Journal and an executive board member of the Illinois College Access Network. Prior to her current position, Dr. Reeves served as an adjunct professor at Chicago State University where she taught undergraduate courses in Race & Ethnicity, Diversity, Family, Deviance, Gerontology, and Qualitative Research Methods. She was the Education Program Officer for the Lloyd A. Fry Foundation where she oversaw an annual budget of $2 million dollars. She served as Assistant Director of Programs and Personnel in the Department of Postsecondary Education for the Chicago Public Schools. She was also Director of Corporate and Foundation Relations at Governors State University; Education Program Officer for the Joyce and Field Foundations in Illinois; and Survey Researcher for Abt Associates and the National Opinion Research Center.

Dr. Reeves has a doctorate in Sociology with a concentration in Higher Education from the University of Chicago. Her areas of expertise include mentoring of early career faculty and graduate students, strategies that increase academic productivity, and student support programs that increase college retention of first-generation students. She has a bachelor’s degree in Journalism from Marquette University. She is a 34 year member of Alpha Kappa Alpha Sorority, Inc. Her greatest legacies though, are her children – Camille Jasmine (22) and Kendall Landry (21).
THE PUBLICATION PROCESS

This presentation will provide information about the scholarly publishing process. The first half of the presentation will include advice on selecting a press and editor and will briefly discuss the overall publication process. The second half of the presentation will be an open Q&A session. You are welcome to ask any questions, and potential topics could involve acquisitions, permissions, production, or marketing.

PRESENTER

Dawn Durante
Assistant Editor
University Press
University of Illinois at Urbana-Champaign

Dawn Durante is an acquisitions editor at the University of Illinois Press whose research is in the fields of Women’s Studies, African American Studies, Asian American Studies, Latino Studies, and American Studies.

The opinions and views expressed throughout the conference are those of the individual participants and do not necessarily represent the views of the FWCA Planning Committee nor the University of Illinois at Urbana-Champaign.
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. To learn more about Project AHEAD, visit [http://www.phdproject.org/ahead](http://www.phdproject.org/ahead)

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 [www.phdproject.org/universities.html](http://www.phdproject.org/universities.html)

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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- [Click here](http://www.nphdproject.org/ahead) to learn more and apply for our annual conference.
Born into a family of singers and instrumentalists, it was only natural for Phoebe to continue the musical legacy. The eighth of ten children, Phoebe grew up singing in the home basement with her siblings and cousins, later to be known as The Slaughter Singers. Leading out as a soloist, Phoebe gave her special interpretation to two gospel classics: Walter Hawkins’ “Goin’ Up Yonder” and “Changed.”

Continuing her musical expression upon entering college, Phoebe quickly distinguished herself as a singer of exceptional musical and interpretative ability. Since 1984, she has appeared with the University of Illinois Black Chorus as a signature voice, and is the featured soloist on the title song of the “Have Thine Own Way, Lord” compact disc. Phoebe is also a frequent featured artist for the UIUC Black Sacred Music Symposium and has appeared with noted artists, including the late Thomas Whitfield, V. Michael McKay, Minister A. Jeffrey LaValley, Rev. K. Edward Copeland, and Willie Wilson & Company. She has appeared in the late Daryl Pandy’s gospel drama production, I’m Goin’ In, singing the soul-stirring, “My Soul Loves Jesus” and Thompson Community Singers’ “He Cares.”

In Spring 2012, Phoebe released her highly anticipated debut gospel album, Consecrated. The album is a compilation of psalms, hymns, praise and traditional gospel music. Her music is described as soothing, soulful, moving, powerful, anointed. It is available for purchase on iTunes, Amazon, eMusic and other online stores.

Phoebe is committed to excellence in Christian music ministry and maintains active participation. She attends Greater Holy Temple Church of Urbana, Illinois, where Rev. Dr. Harold Davis is the Senior Pastor. At Greater, Phoebe serves in the Music and Arts Ministry.

A native of Chicago, Illinois, Phoebe holds the Bachelor of Science and Master of Science degrees in General Engineering (Mathematics and Human-Computer Interaction), and a Ph.D. degree in Human Resource Education (Technology Education) from the University of Illinois at Urbana-Champaign.
Latrelle Bright is the Program Coordinator INNER VOICES Social Issues Theatre at the University of Illinois at Urbana-Champaign. She has served as founding artistic director of The Renaissance Guild - San Antonio’s Black theatre company, Director of Audience Development for Voices of the South in Memphis and Assistant Program Director for the Heifer Theatre Project with Heifer International, a world hunger relief and sustainability organization in Little Rock. In addition to her theatre work, she was a paralegal in the corporate world and volunteered with Big Brothers Big Sisters, Alamo Theatre Arts Council, on the board of the San Antonio YWCA and as a facilitator for dialogues on Race through the Common Ground program. As a facilitator, Latrelle develops arts-based civic dialogue workshops for local organizations. As a performer, she creates solo pieces for community events. She has received awards for her innovative programming, writing and directing and has been recognized as a Young Leader of Color by TCG. Latrelle graduated from the University of Memphis with an MFA in Directing focusing on narrative and devised theatre and audience theory.
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