

WE'RE **CHANGING** MINDS



FACULTY **DIVERSITY** AT UMBC

Building a Diverse Culture of Innovation & Excellence

UMBC is a mid-sized public research university of 10,000 undergraduate and 3,000 graduate students from more than 150 countries. We stand out among American research universities in achieving both excellence and diversity; in crossing disciplinary boundaries to create new learning opportunities; and in providing undergraduates with meaningful research experiences. UMBC is known nationwide for our ground-breaking **Meyerhoff Scholars** program, a national model of preparing students for careers in science and engineering-related fields. As a result, more African-American bachelor's degree recipients go on from UMBC to earn Ph.D.s in the STEM fields than from any other predominantly white university in the country. In addition, such programs as the **Sondheim Public Affairs Scholars Program**, the **Humanities Scholars Program**, the **Linehan Artist Scholars Program**, the **Sherman Teachers Education Scholars**, and the **Center for Women in Technology**, attract dynamic undergraduates. UMBC is also building one of the most inclusive graduate education communities in the nation through such initiatives as **PROMISE, Maryland's AGEP** the NSF-funded, UMBC-led alliance dedicated to increasing the number and diversity of Ph.D. graduates who go on to academic careers. The valuable lessons learned from twenty years of success inform our faculty diversity initiatives.

- 2011 Great Colleges to Work For (*Chronicle of Higher Education*, 2012)
- 1st in up-and-coming schools to watch (*US News & World Report*, 2012)
- 8th in undergraduate teaching, tied with Duke, Berkeley, Chicago and Notre Dame (*US News & World Report*, 2012)
- Among top 25 most diverse national universities (*US News & World Report*, 2012)



COME JOIN US



"At UMBC, we are committed to inclusive excellence and innovation. We are proud to be one of the fastest-growing and most diverse public research universities in the nation. Our vibrant campus is regarded as a new model for American higher education, where talented faculty thrive in a culture that embraces new ideas."

Freeman A. Hrabowski

Freeman A. Hrabowski, III, President, UMBC



FOR MORE INFORMATION:

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Scholarship That Broadens Our Understanding of Diversity

- **"An empirical investigation into the difficulties experienced by visually impaired Internet users,"** *The Information Society*, Ravi Kuber et al.
- ***Bilingualism in Schools and Society: Language, Identity, and Policy***, Sarah J. Shin
- ***Blackberries and Redbones: Critical Articulations of Black Hair and Body Politics in Africana Communities***, Kimberly Moffitt
- ***Blood on the River: The 1763 Slave Rebellion in Dutch Guyana***, Marjoleine Kars
- **"Diversifying Engineering Education for Richmond Area Program for Minorities in Engineering,"** *The International Journal of Engineering Education*, Gymama E. Slaughter and Kabongo Ngandu
- ***Encyclopedia of Diversity in Education***, Claudia Galindo, family and community editor
- ***Homosexuality in Art***, James Smalls
- ***Instructional Design Frameworks and Intercultural Models***, Patricia A. Young
- ***Making the Case for Culture Change in Elder Care***, Judah Ronch
- **Mentoring Women Faculty in STEM**, ADVANCE conference, Auburn University, Phyllis R. Robinson
- **Major Histocompatibility Complex Class II+ Invariant Chain Negative Breast Cancer Cells Present Unique Peptides That Activate Tumor-specific T Cells From Breast Cancer Patients**, Suzanne Ostrand-Rosenberg et. al
- **"Optimism and Perceived Stress in Sickle Cell Disease: The Role of an Afro-cultural Social Ethos,"** *Journal of Black Psychology*, Shawn Bediako & Enrique W. Neblett
- **"Out of Africa: Coping Strategies of African Immigrant Women Survivors of Intimate Partner Violence,"** *Health Care for Women International*, Laura Ting
- ***Queer French: Globalization, Language, and Sexual Citizenship in France***, Denis M. Provencher
- ***Roots and Reflections: South Asians in the Pacific Northwest***, Amy Bhatt



Community-Based Faculty Groups

College of Arts, Humanities and Social Sciences Black Faculty Committee: Works to improve the recruitment, retention and promotion of black faculty through mentoring, information sharing, policy development and collaborative teaching and research.

Latino/Hispanic Faculty Association: Promotes recruitment, retention and success of Latino/Hispanic faculty and stimulates UMBC links with the surrounding Latino community.

WISE (Women in Science and Engineering): Supports and encourages women STEM faculty through mentoring, development opportunities, policy development, advocacy and educational programs.

Provost's Faculty Diversity Initiatives

UMBC Postdoctoral Fellows Program for Faculty Diversity: A two-year program to support promising recent Ph.D. recipients committed to diversity in the academy and prepare them for possible tenure-track appointments at UMBC.

Executive Committee on the Recruitment and Retention of Underrepresented Minority Faculty: Guides the development and implementation of initiatives to address issues and concerns specifically associated with the hiring, retention and advancement of minority faculty at UMBC.

ADVANCE: Launched with an NSF grant and now supported by UMBC and led by the **ADVANCE Executive Committee**, the program provides programmatic initiatives designed to recruit, retain and advance the success of women faculty in STEM at UMBC.

