CALL FOR ABSTRACTS

MOVING FORWARD:
The Progress and The Promise

MARCH 12-14, 2009
UNIVERSITY OF MINNESOTA, MINNEAPOLIS, MINNESOTA
Mark your calendar for this national symposium hosted by the University of Minnesota on March 12-14, 2009. Registration will be limited to 450 attendees.

Description

This will be the fifth ‘Keeping Our Faculties’ Symposium, the only symposium to focus on the critical issues of developing, recruiting, retaining, and advancing faculty of color in higher education. As we celebrate the 10th anniversary of the first ‘Keeping Our Faculties,’ we promise an exciting and interactive conference that will shape the national agenda for this field. As attendees explore challenging issues and ideas, we will identify the research questions that must be answered in our next decade. Attendees will:

• Hear provocative and informative presentations on cutting edge research
• Network and develop new alliances
• Learn new strategies for enhancing diversity across campuses
• Engage in the development of a national agenda
• Identify research questions and directions for the future
Who Should Attend

Persons interested in the symposium themes include faculty, researchers, practitioners, administrators, human resource professionals, staff, graduate and professional students, and policy makers from all disciplines and all institutions of post-secondary education — community colleges, public and private four-year institutions, and universities. Persons from professional organizations, trustees, and alumni will find topics of interest that are critical to their success with issues of diversity. Sessions will be available both for people who are new to the field, as well as those who have worked with faculty diversity issues for a substantial time.

Confirmed Plenary Speakers

Freeman Hrabowski, President, University of Maryland, Baltimore County

Laura Rendón, Professor and Chair, Department of Educational Leadership and Policy Studies, College of Human Sciences, Iowa State University

Louis Mendoza, Director, Equity and Diversity Research Institute, University of Minnesota

Luis Fraga, Director, Diversity Research Institute, University of Washington

Additional plenary speakers will be announced on the symposium Web site upon final confirmation.

Submission of Abstract – October 31, 2008

Authors must submit an electronic copy of their one-page abstract including, as appropriate, any links to previous research and/or publications, by October 31, 2008, at the following Web site: www.cce.umn.edu/KOF

Abstracts will be selected for an individual or group presentation, or a roundtable discussion. The local planning committee will review the proposals and authors will be notified of the acceptance of their presentation by December 15, 2008. Accepted abstracts will be made available on the event Web site.

Symposium Topics

This symposium emphasizes research and evidence-based work related to developing, recruiting, retaining, and advancing faculty of color in higher education. We encourage individual and collaborative presentations reflecting multiple institutions or disciplines. We also encourage reflection on what does not work or results in unexpected outcomes, and the lessons learned.
We desire sessions that reflect all types of higher education institutions, including community and technical colleges, public and private, small and large, graduate programs, HBCUs, Hispanic-serving institutions, tribal colleges, and religiously affiliated institutions. If your proposal focuses on specific type(s) of institutions, please identify that clearly in the abstract.

Concurrent sessions will run approximately 1 to 1-1/2 hours. Thus, please indicate if you will be presenting an individual 30-minute presentation, a one-hour or 1-1/2–hour collaborative presentation, or a roundtable discussion of 30-45 minutes. Please include a description of how you will engage your audience in your session.

We are particularly interested in new research and new strategies related to the following themes. The list of examples is not exclusive:

**Developing and Recruiting Faculty of Color**
- Administrative leadership on faculty hiring, including decision-making
- Faculty leadership of faculty hiring, including decision-making
- Search committees – evidence of effective procedures and tools
- Helping graduate students succeed in obtaining degrees, and move into professorships, including targeted financial aid and other programs focused on students of color
- Choosing academe over industry
- Legal issues regarding recruiting, hiring, and rewarding faculty

**Retaining and Advancing Faculty of Color**
- Moving post-docs and fellows to tenure
- The road from assistant professor to full professor
- Promotion and tenure – impact of tenure codes and processes
- Faculty retention, e.g., how to value faculty of color in a department and college, using cohorts, the role of salaries and other funding
- Integrating and valuing new perspectives on scholarship, including community-based research and engagement

**Transforming Institutional Culture**
- Effect of increasing numbers of faculty of color and students of color on curriculum and pedagogy
- Working with faculty on curriculum transformation, including content and pedagogy
- Working with white faculty, staff, and students to enhance the campus climate for faculty and students of color
- Implications and impacts of changing national demographics
- Role of national organizations (discipline specific or institutional alliances) in faculty diversity
Institutional Sponsors

• University of Minnesota
• Minnesota State Colleges and Universities
• Minnesota Private College Council
• Committee on Institutional Cooperation

Hosted by

Office of the Senior Vice President for System Academic Administration, University of Minnesota
Office of the Vice President and Vice Provost for Equity and Diversity, University of Minnesota

For More Information

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The event Web site, www.cce.umn.edu/kof/, includes information about previous symposia including event programs, presentations, past sponsors, and planning committees.

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.

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