

CELEBRATING 50 YEARS



INAUGURAL SENIOR FORD FELLOWS CONFERENCE

**“REFLECTING FORWARD:
DIVERSIFYING THE ACADEMY
TO MEET GLOBAL
CHALLENGES”**

September 20, 2012

Beckman Center
Irvine, California



FORDFOUNDATION

**FORD
FELLOWS
AT
50**
CELEBRATING DIVERSITY
IN HIGHER EDUCATION

THE NATIONAL ACADEMIES
Advisers to the Nation on Science, Engineering, and Medicine

SFFC AGENDA

8:00 - 8:40 AM	Breakfast (Cafeteria)
8:45 - 9:15 AM	A Special Welcome (Auditorium) Celebrating 50 Years: The Occasion & Greetings <i>Conference Chairpersons and FFF Colleagues</i>
9:15 -10:30 AM	Plenary Session: “Reflecting Forward” Brief Reflections on FFF Program Evolution <i>Christine O’Brien, Dr. Benjamin Payton and Dr. Shelia Biddle</i> Keynote Speaker - <i>Chancellor Michael V. Drake</i>
10:30-10:40 AM	Break (Atrium)
10:45 AM-12:00	Professional Development Sessions – I (Concurrent sessions; descriptions follow)
12:00 - 1:00 PM	Working Lunch (Cafeteria)
1:15 - 2:30 PM	Professional Development Sessions – II (Concurrent sessions; descriptions follow)
2:30 - 2:40 PM	Break (Atrium)
2:45 - 3:45 PM	Plenary Session: “The Way Forward” (Auditorium)
3:45 - 4:15 PM	Conference Closing Summary & Evaluations A Special Send-Off - <i>FFF Colleagues</i>
4:15 - 4:45 PM	Shuttles leave Beckman Center returning to hotels
7:00 PM	50th Anniversary Gala Banquet (Fairmont Hotel) Keynote Speaker - <i>Professor Henry Louis Gates, Jr., Harvard University</i> Ford Foundation documentary premiere: “50 Years of Ford Fellowships”



FORDFOUNDATION

FORD
FELLOWS
AT
50
CELEBRATING DIVERSITY
IN HIGHER EDUCATION

THE NATIONAL ACADEMIES
Advisers to the Nation on Science, Engineering, and Medicine

CONCURRENT SESSIONS

10:45AM – 12:00Noon: Morning professional development sessions address individual issues in career and scholarship development, choices and leadership decisions relevant to scholars of color after attaining tenure or at mid-career level.

Moving through Rank: Beyond Tenure Huntington Room

James Curry, Yvette Huet, Franklin Knight

Assuming a tenure track position usually focuses attention on the requirements and calendar for promotion and tenure. Normally the upward path has three stages: untenured Assistant; tenured Assistant or Associate; and full professorship with tenure. Unfortunately, tenure at whatever rank sometimes presages the end of an active career. This need not, and should not, be so especially for scholars who have had the benefits of a Ford Foundation fellowship during their career. Tenure in no more than a milestone, albeit an important one, along the career path. This session will examine the changing institutional culture that affects moving through the ranks and useful strategies for successfully negotiating the progress from newly employed assistant professor to distinguished professorship or high administrative position. Whatever the goal, planning carefully is indispensable.

What's Beyond Full: Chairing Departments, Leading Centers, Building Programs and Institutes, Joining Administration

Newport Room Robert Harris, George Sanchez, Dorceta Taylor

Based on broad administrative experience at the department, college, and university level, we will share the joys and pitfalls of serving in administrative positions taking into the account the diverse paths at different types of colleges and universities. We will make brief comments about experiences and engage participants in discussion. Some questions to consider: Under what circumstances should an Associate Professor accept an administrative position? How long should a faculty member hold an administrative position? What is the appropriate balance between administration, teaching, and research? To what extent should we confine ourselves to administrative positions that deal exclusively with multi-cultural matters? To what extent does our relationship with students and faculty colleagues change once we become administrators? How do we seek advice from those who have gone before us?



FORDFOUNDATION

**FORD
FELLOWS
AT
50**
CELEBRATING DIVERSITY
IN HIGHER EDUCATION

THE NATIONAL ACADEMIES
Advisers to the Nation on Science, Engineering, and Medicine

The Silent Time Killer: Strategic Service, How to Say Yes, When to Say No **Balboa Room** *Renato Aguilera, Gregory Florant, Marta Tienda*

To serve or not to serve that is indeed the question. Whether it is nobler to suffer those long committee meetings or refuse to serve at all. During this session we will have a frank discussion on how to politely say no to committees that will not be of benefit to your career and say yes to those that will. We will share our experiences and take questions to help Fellows make decisions about their career paths. Each of us must find the right path; for some, administration is a viable option. For others, teaching and research are strong points. We anticipate a lively and frank discussion of all options.

Getting the Message Out: Public Sphere Writing and Speaking **Board Room** *Fox Harrell, Andrés E. Jiménez Montoya, Koritha Mitchell*

We will highlight the attitudes, strategies, and practical steps that will allow attendees to share their expertise with broader audiences. The avenues for public scholarship are more plentiful than ever, and there are many ways of viewing the value of various outlets. We will share information that will benefit those who have not yet decided whether they want to venture into the public sphere, as well as those who already have and want additional strategies. Panelists will discuss digital media dissemination of ideas, including eJournals, blogs, and other interactive forms of publishing. Panelists will also share experiences with newspapers, radio, and television. In all instances, we will highlight both advantages and disadvantages of engaging in the public sphere. We will share resources discovered and address the value of creating an academic brand and recognizing the etiquette of different spaces. The session includes time for a robust conversation with the audience, so please bring your questions.



FORDFOUNDATION

**FORD
FELLOWS
AT
50**
CELEBRATING DIVERSITY
IN HIGHER EDUCATION

THE NATIONAL ACADEMIES
Advisers to the Nation on Science, Engineering, and Medicine

Moving Forward, Moving On: Timing, Negotiation and Objectives in Transitioning Your Academic Position Executive Dining Room

Carlos Castillo-Chavez, John Jackson, Jr., Daina Ramey Berry

The route towards tenure is driven by the kind of demands and expectations that in general leave very little margin for error and time for experimentation. Tenure, at least in principle, provides the freedom and opportunities to re-think and/or re-evaluate our purpose as researchers/scholars without the pressures that are inherent to temporary appointments. What to do or not to do after tenure? Should we boldly move in the directions that we "always" wanted to? If so, how do we proceed? How do we evaluate a portfolio of real or potential opportunities? Will this require the search for a new position? In this session, the panelists will discuss through their own experiences the pros and cons that come up with changing directions, positions, or both. Particular emphasis will be put on the importance of timing and the evaluation of the challenges and opportunities that must be carefully evaluated before making a potentially life-changing decision within or outside our own institutions.

1:15PM - 2:30PM: Afternoon professional development sessions focus on how to leverage our collective positioning, wisdom, and resources to continue advancing diversity in the academy and meet future needs for preparing university faculty to address local and global challenges.

The Power of Transition (Planning): Passing the Baton

Huntington Room *James Jackson, Beverly Tatum*

So you have spent some time and energy building a program, institution or center. How can you ensure the programs developed or the institutional changes that you have initiated endure beyond your tenure in a leadership role? What role does succession planning play in the process? These questions will be explored using two case examples (one as Dean and the other as President) and John Kotter's eight-step model for leading institutional change as a framework for analysis.



FORDFOUNDATION



CELEBRATING DIVERSITY
IN HIGHER EDUCATION

THE NATIONAL ACADEMIES

Advisers to the Nation on Science, Engineering, and Medicine

Getting the Message Out: Setting the Agenda- Changing Public Perceptions and Policies Newport Room

Robbin Chapman, Darryl Roberts, Federico Subervi

Outstanding achievements in academic research, teaching, and/or administrative work are commendable goals. At times, those achievements include scientific discoveries, proposals for impacting governmental or business policies, or new theories or propositions to advance an academic field. Success in getting your contributions to science and policies known to broader publics depends on how well you present and market your work and yourself in traditional and social media channels. Effective presentation and marketing can serve also to change preconceived expectations or counter agendas that can be prevalent and have little to do with you specifically. This session will offer guidance on how to use various media options to disseminate your contributions and proactively shape the messages scholars of color aim to deliver.

Advancing Ethnic Studies in the 21st Century Balboa Room

Ray Buriel, Dwight McBride, Kate Shanley

In this forward-looking session, panelists will briefly discuss the origins of their respective fields of ethnic studies, consider demographic and other changes. We will include curricular growth and development over the past fifty years and offer visions of future strategies for further shaping an empowering discourse within the academy. In particular, we will discuss alliances that potentially allow a synergistic means for realizing greater social change within our communities in the face of twenty-first-century globalization and other economic challenges. There will be ample time for audience input and discussions of challenges and opportunities in the current state and future of ethnic studies.



FORDFOUNDATION

**FORD
FELLOWS
AT
50**
CELEBRATING DIVERSITY
IN HIGHER EDUCATION

THE NATIONAL ACADEMIES
Advisers to the Nation on Science, Engineering, and Medicine

Funding: Raising the Score and Changing Society Board Room

Keivan Stassun, Jonathan Yorba, Maria Elena Zavala

You've built your reputation— you've gotten tenure, perhaps been promoted to full professor or to an endowed chair. Now it's time to begin building legacy. To do that you're going to need both resources and visibility: you're going to need cash and cachet. In this session, we will discuss strategies for developing a visible agenda that is associated with you—a “brand”—that promotes your priorities and scales your work for far-reaching and long-lasting impact. How do you get your institution to invest in you in ways that also propel your broader vision? We will provide examples from STEM, social sciences, and humanities. We will emphasize strategies for building up a strong funding portfolio, such as engagement with institutional leadership, development offices, and funding agencies.

Public Engagement, Social Change Partnerships and the Public Sphere Executive Dining Room *Jerry Caldwell, Lester Monts*

Meeting global challenges requires multiple partnerships that include university faculty who further the institutional mission by engaging in research, teaching, and service. As part of this mission, we are essential in the pipelines that recruit and develop talents of those who will replenish the academy workforce. Traditionally, faculty scholars may be viewed as existing mainly in the ivory tower. Moreover, traditional pipeline approaches have not resulted in a highly inclusive and diverse talent pool to fulfill the mission of the academy in the future. This session will explore how faculty members, especially those at public universities, contribute their professional talents and expertise to support the public service mission of their institutions. We will examine ways of public engagement and how faculty can conceptualize and implement alternative pipelines and alternative points-of-entry to better prepare future university faculty. While service may manifest itself in numerous ways, engagement in the public sphere is taking on new directions, from service on local boards of education to technology transfer for the public good.



FORDFOUNDATION

FORD
FELLOWS
AT
50
CELEBRATING DIVERSITY
IN HIGHER EDUCATION

THE NATIONAL ACADEMIES
Advisers to the Nation on Science, Engineering, and Medicine