



# Inaugural Senior Ford Fellows Conference Report

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## Conference Background

At the October 2011 Annual Conference of Ford Fellows, senior fellows met on Thursday evening in response to a formal group request from the previous year to continue discussing the needs of senior fellows (Appendix 1. October 2011 Senior Ford Fellows Meeting Notes). On Friday, Program Officer Douglas E. Wood requested a meeting with fellows to discuss opportunities for post-tenure scholars to organize for further career development and to address a broad spectrum of national and global challenges.

In November 2011, a concept paper proposing a Senior Scholars Conference, possibly as part of the Annual Conference of Ford Fellows, was submitted to Douglas Wood (Appendix 2. Senior Scholars Conference Concept Paper). The proposal noted that since the National Academy of Sciences (NAS) has managed the Ford Foundation Fellowship Program (FFFP), over 3,000 scholars of color have received awards at the postdoctoral, dissertation and pre-doctoral levels. This has led to a cohort of senior fellows who have successfully navigated the academy through promotion and tenure and beyond. These Ford fellows are faculty at a range of public and private universities and colleges. Their expertise include a range of disciplines in sciences, technology, engineering and mathematics (STEM), economics, political sciences, social sciences, humanities and the arts.

The proposed Senior Scholars Conference would address professional development at the post-tenure level and allow post-tenure scholars to continue active engagement in the Ford Foundation mission of diversifying the composition of the nation's college and university faculties. The benefits and projected costs of such a Senior Scholars Conference were included in the initial concept paper. It was proposed that the conference would include relevant roundtable sessions and plenary speakers and would foster discussion regarding addressing the needs identified.

In response to the proposal and for input on planning the 50<sup>th</sup> Anniversary of the Ford Foundation Fellowship Program, 25 senior Ford fellows were invited to a one day meeting at the Ford Foundation in New York City on February 10, 2012. Vice President Darren Walker, Director of the Educational Opportunity and Scholarship Unit Jeannie Oakes, and several Program Officers provided an insightful overview of current Ford Foundation initiatives. Program Officer Douglas Wood provided a planning update on the 50<sup>th</sup> Anniversary commemoration. Further, we discussed ways to enhance networking and professional development of senior fellows. Initial planning began to host a senior conference in September 2012 as part of commemorating the 50<sup>th</sup> Anniversary of the Ford Foundation Fellowship Program.



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## **SFFC Conference Planning**

Drs. A. Oveta Fuller and Michelle Neyman Morris served as Chairpersons in organizing the inaugural Senior Ford Fellows Conference (SFFC) that occurred on September 20, 2012. This was the same day as the 50th Anniversary celebratory banquet and one day before the start of the 2012 Annual Conference of Ford Fellows. Dr. Neyman Morris, a co-chair of the 2012 Annual Conference, and Dr. Fuller, the author of the initial Senior Scholar Conference proposal and a member of the Annual Conference planning committee, facilitated communication among a senior fellows advisory group (those who attended the NYC meeting and several other volunteers), NAS staff and Ford personnel for integration with the 2012 Annual Conference and 50<sup>th</sup> Anniversary celebration. Subcommittees of senior fellows to provide planning leadership were established based on responses to an interest survey of those who attended the October 2011 or February 2012 meetings of senior fellows (Appendix 3. SFFC Organizing Committee Subgroup Members and Function). Organizing Committee subgroups included the following: Arts and Special Events, Evaluation/Conference Follow-up, Media/Public Relations (PR), Professional Development Sessions, Program Planning/Logistics, and Registration and Communications. Conference planning proceeded from February to September 2012 through numerous conference calls and email exchanges.

SFFC organizers and advisory members determined a conference format to represent the inaugural SFFC and 50<sup>th</sup> Anniversary theme “*Reflecting Forward: Diversifying the Academy to Meet Global Challenges.*” This format contained morning (Reflecting Forward) and afternoon (The Way Forward) plenary sessions and concurrent morning and afternoon professional development breakout sessions (Appendix 4. SFFC Program). Expert presenters for each session were proposed and requests made for their participation. An eco-friendly abbreviated program was printed for conference attendees. The final conference program with biographical information for all presenters and subgroup chairpersons was posted at the SFFC link on the Ford Foundation Fellowship Program website at: <http://sites.nationalacademies.org/pga/fordfellowships/>

## **SFFC Registration, Revenue and Expenses**

SFFC conference revenue was generated via a \$150 per person registration fee to offset some senior conference costs. The goal was to register a minimum of 100 people with a maximum of 150 registrants that could be accommodated. The NAS and Ford Foundation provided generous in-kind contributions of staff time, advice on conference hosting, use of the Beckman Center and 50<sup>th</sup> Anniversary Banquet tickets for all SFFC attendees. The SFFC organizing committee and NAS staff set up and executed on-line registration and attained reduced cost lodging options for those attending the SFFC.

A SFFC link on the Ford Foundation Fellowship Program website provided information and on-line registration materials for the Ford Fellows Conferences.



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Registration fees for the SFFC were handled independently through an account set up with the University of California, San Diego (UCSD) Registration Services. Invited speakers and panelists who were not Ford fellows were offered a registration fee waiver in recognition of their participation. Ford fellows who would also attend the Annual Conference agreed to support the inaugural SFFC by paying the registration fee even if they were presenters or on the organizing committee. Revenue and expenses are outlined below in Table 1.

**Table 1. SFFC Revenue and Expenses**

Category	Sub-Item	Cost	Balance
<b>UCSD Services</b>			
	Web Registration Setup	\$(500.00)	
	Data Reports and Downloads	\$(150.00)	
	*Registration Refunds	\$(1,350.00)	
	Total Bank Fees	\$(481.50)	
	Admin Fees	\$(984.00)	
<b>Registration Fee Revenue</b>		\$16,050.00	\$12,584.50
<b>Meeting Expenses</b>			
<b>NRC</b>			
	Shuttle service	\$(1,663.20)	
	Beckman Center	\$(6,468.00)	
	DVD recording	\$(540.00)	
	General and administrative	\$(826.17)	\$(9,497.37)
	Card holders (+ Use Tax)	\$(2,070.42)	\$(2,070.42)
<b>U. Michigan</b>			
	Program printing	\$(519.00)	\$(519.00)
<b>CSU Chico</b>			
	Speaker plaques	\$(192.73)	\$(192.73)
<b>Johns Hopkins U.</b>			
	Sankofa prints	\$(356.98)	
	Frames	\$(70.84)	\$(427.82)
<b>Balance</b>			** \$(122.84)

\* Cancellation and partial refund was allowed through September 1, 2012. This date should be at least a month earlier.

\*\* Purchase of goods in California requiring the addition of tax if it is not reflected in the invoice led to a deficit of \$122.84. Senior Ford fellow Mark Lawson paid this balance with personal funds. In addition, Oveta Fuller and Michelle Neyman Morris covered lunch survey printing and plaque mailing costs with personal funds.



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In accordance with Ford Foundation policy, no honorarium was offered to the SFFC keynote speaker, moderators or panelists. Dr. Michael V. Drake, Chancellor of the University of California, Irvine was keynote speaker for the “Reflecting Forward” morning session. Dr. Henry Lewis Gates, Professor, Harvard University was the keynote speaker for the evening 50<sup>th</sup> Anniversary Banquet. Plenary sessions were video and audio recorded and concurrent breakout sessions were digitally audio recorded. SFFC attendees, National Research Council (NRC) staff and Ford personnel received a 50th Anniversary business cardholder and lapel pin to commemorate their presence at these historical events. Other gifts of appreciation to keynote speakers and central personnel included a sankofa bird carving, a framed sankofa print and/or an honorary 50<sup>th</sup> Anniversary plaque. The West African Adinkra symbol “sankofa” served as an icon for the inaugural SFFC. (Appendix 4. SFFC Program).

### **SFFC Evaluation**

The Chairpersons and SFFC Organizing Committee planned to document and evaluate the inaugural SFFC in order to address the needs articulated by senior scholars over several years. The Evaluation and Registration subcommittees facilitated pre, during, and post conference evaluations. Data collected will inform future efforts resulting from the inaugural SFFC.

Before registration officially opened, an on-line interest survey was developed and sent to the NRC database of Ford fellows who are tenured or 10 years past their Ph.D. The responses were used in conference planning. At the SFFC, a “Working Lunch” of self-selected table groups allowed discussion among conference attendees regarding the needs of senior scholars. The brief survey responses and comments were compiled and guided discussion during the afternoon plenary session “The Way Forward.” Following the SFFC, an online conference evaluation survey was sent to attendees and posted to the Ford Fellows listserv.

Of the 111 post-conference on-line surveys completed, all respondents reported employment in or related to academia, 104/110 (94.5%) reported that they were tenured, and 58 respondents (52.3%) had attended the SFFC. 99 of the 111 (89.2%) responded that it was Very or Somewhat Important to have formal opportunities for connecting and networking among senior Ford fellows. When asked if there is a need for this type of meeting as a continuing collective activity, 100/110 (90.9%) responded Yes. 65 out of 98 respondents (66.3%) indicated Yes, that a senior scholar’s event should be attached to the Annual Conference of Ford Fellows. Twelve (12.2%) responded No, and 21 (21.4%) responded No Opinion.

On the post-conference survey, of the 58 respondents who attended the SFFC, 29 (50%) responded Very Helpful when asked how professionally helpful they found the conference. Twenty-four (41.4%) responded Somewhat Helpful, 3 (5.2%) responded Neutral, and 2 (3.4%) responded Not Very Helpful. For the opening and closing plenary



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sessions as well as the concurrent professional development sessions, respondents were able to rate the sessions from 5=Outstanding to 0=Poor. For the opening plenary- Reflecting Forward, 46 of 55 respondents (83.6%) rated it a 4 or 5. For the closing plenary- The Way Forward, 42/52 respondents (80.8%) rated it a 4 or 5. For the ten concurrent professional development sessions, 11 to 27 respondents rated the sessions. For all sessions, a majority of respondents rated the sessions a 4 or 5. The top three attended sessions were Advancing Ethnic Studies in the 21<sup>st</sup> Century (27), What's Beyond Full: Chairing Departments, Leading Centers, Building Programs and Institutes, Joining Administration (24), and Getting the Message Out: Public Sphere Writing and Speaking (20).

Of the 48 respondents who rated the overall program, 18 (37.5%) rated it a 5, 26 (54.2%) rated it a 4, and four (8.3%) rated it a 3. Survey respondents were also able to add comments at the end of the survey. Overall, respondents who attended the inaugural conference appreciated the content and network opportunities provided by this inaugural conference of senior Ford fellows. Several expressed appreciation for the time and commitment of the Planning Committee and all those whose contributions made it possible. The time constraints and midweek scheduling of the conference were noted as limitations. Some representative comments include:

*It was a great start. Compressed because of time limitation. Especially liked The Way Forward to seek input of all conference participants.*

*Perhaps the most fruitful part for me was having the opportunity to interact informally with other senior Ford fellows.*

*Excellent collaboration and commitment by all involved to make this happen. Open to idea of alternating future SFFC--one year associated with annual conference of Ford fellows, next year not. Also like the idea of regional SFF meetings and a separate listserv to address issues specific to senior fellows.*

*Just glad it happened! The schedule was a bit rushed for the topics. Maybe tried to do too much or model too closely on the fellows meeting.*

*I'm at a transition point in my career post tenure, pre-full professor and I felt I really NEEDED good solid advice and role models as I think about next steps. The SFFC was perfect for meeting senior fellows I'd never met before, getting concrete advice, and even job opportunities and for being in a community that encouraged me to ask questions less about rank and position, and more about vision, purpose and joy. It was personally meaningful for those reasons. On a larger level, I'm interested in being a part of how the SFFC community can leverage its influence and power to change the academy and society and I'd like to have even more conversations around that.*



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Some consensus thoughts from “The Way Forward” afternoon plenary session and the survey responses include:

- A SFFC should be formalized and would be most useful if convened every two years.
- A revolving Organizing Committee similar, but not identical, to the Annual Conference of Ford Fellows should be formed. The SFFC should have its own format. It should use what is most helpful, but not be tied to procedures that work for the Annual Conference of Ford Fellows that has a distinctly different purpose.
- The SFFC should remain associated with the Annual Conference for at least the next few conferences as the conference for seniors becomes established. This will allow for assistance from NRC staff and also provide interactions between new and senior Ford Fellows, including regional liaisons and conference presenters.
- Future SFFCs could address numerous issues including but not limited to: career development strategies, building leadership skills, networking for job opportunities and research collaborations and providing input as a scholarly body on current national and global issues.
- During the in-between year, specialized institutes for senior scholars that focus specifically on one topic might be organized and hosted at different locations. Faculty from several universities have volunteered to host the SFFC or associated activities.
- Constraints of space and timing with the Annual Conference might eventually require convening the SFFC to start after the Annual Conference, or possibly at a completely separate time. If this occurs, contact with the Annual Conference should occur at regularly scheduled times in order to benefit both current and senior Ford fellows.
- The SFFC should evolve to meet the needs of post-tenure scholars for navigating into the highest levels of the academy. The broad engagement of fellows and transparency in planning the inaugural SFFC were highly valued and important to sustaining a senior scholars conference or organization. Such a conference or organization might eventually include non-Ford fellows who support the access to higher education goals and mission of the Ford Foundation Fellowship Programs.

### **Summary, Acknowledgements, and Recommendations**

Over 110 scholars from a range of academic disciplines and from across the nation attended the inaugural Senior Ford Fellows Conference. Convened September 20, 2012, one day before the start of the Annual Conference of Ford Fellows, the SFFC was integrated with the 50<sup>th</sup> Anniversary events including the reception and banquet. This allowed interaction of senior fellows with new and current fellows. Preliminary quantitative and qualitative evaluation results suggest that participants found the conference to be professionally valuable. They appreciated the unique forum to connect with senior colleagues, dialogue, network, participate in professional development sessions and consider how to give back some of what they had received through long-term association with the Ford Foundation Fellowship Program. Many participants noted



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the time constraints as a limitation of the conference and looked forward to future opportunities for convening. Several scholars offered their campus as a location for hosting a future senior scholar's conference or institute. Others noted a willingness to engage in rigorously assessing the impact of 50 years of the Ford Foundation Fellowship Program on increasing access and diversifying the country's higher education faculties.

The inaugural SFFC could not have happened without the generous support, time and expertise provided by the National Academy of Sciences, National Research Council and the Ford Foundation staff. In particular, Jeannie Oakes, Douglas Wood, Ray Gamble and Christine O'Brien were instrumental in implementing this inaugural conference. Financial support to cover travel, lodging, and banquet attendance for some SFFC participants, and use of the Beckman Center at NAS rates enhanced the conference tremendously. The services provided by many senior fellows who volunteered substantial time as members of the inaugural SFFC Organizing and Advisory Committees must also be acknowledged.

Specific recommendations for future actions to maximize the impact and potential outcomes of the inaugural SFFC and the Ford Foundation Fellowship programs more broadly include:

- Compilation and publishing of the content of SFFC plenary and professional development sessions as proceedings to serve as a unique resource for post-tenure scholars of color;
- Identify funding to supplement planning and implementation of the next SFFC associated with the Annual Conference of Ford Fellows, including travel or communication expenses for the planning committee;
- Identify funding for possible co-sponsorship of regional training institutes focused on leadership development for senior fellows or another priority topic;
- Support for a senior scholar investigator or team to gather and evaluate data on the impact of the Ford Foundation Fellowship Program on diversifying the academy over the last 50 years; and
- Support for mid career leadership development in order to maximize the impact of the Ford Foundation Fellowship Program.

Respectfully submitted on behalf of the SFFC Organizing Committee,

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February 21, 2013



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## APPENDICES

Appendix 1. October 2011 Senior Ford Fellows Meeting Notes

Appendix 2. Senior Scholars Conference Concept Paper

Appendix 3. SFFC Organizing Committee Subgroup Members and Function

Appendix 4. SFFC Program



**Notes from Meeting of Senior Ford Fellows   Newport Beach, CA   10-13-2011**

*Informal Conversation:*

The need was articulated for a senior society to share experiences, wisdom, expertise, insights with one another for further career development.

Cultural Model: Elders and Counselors talk about things when younger ones are not around.

These scholars are at the frontline where there is no support group and often no institution support.

Needed are kinship, a sense of community; Transmission of knowledge across generations.

We don't know always what to do, what the options are when we get to tenure and beyond. We could do more, but usually are not effectively groomed for this location.

How do senior fellows move to the levels of deanship, provosts, presidents or senior administrator as one way to impact the world? How do we bring to the table the skills, gifts, insights that we have learned from the before tenure years and beyond in academia?

Solidarity- we are not all going to act out our scholarship the same way, but we can be supportive of our diversity and the common goal of diversifying the professorate and impacting the world around us.

We can build a core of intellectuals who can deliver.

Why do we put all the energy and funds and tie into pipeline and then not make maximum utilization of those in whom these resources have been invested.

Each of us can use advice, engagement.

Impact of senior scholars of color at the administrative level and above can be tremendous for progress in diversifying the academy at all levels. Goal: Create paths for the next generation of scholars.

Interaction useful to socialize people of color who are not socialized as Ford Fellows.

Suggest a Senior Scholars Conference concurrent with Annual Ford Fellows Conference to explore possibilities:

- Senior scholars who are not involved with FF Conference will likely pay their own way
- NAS FF staff needed to handle the logistics, hotel, travel, planning committee
- Focus the meeting agenda on decisions people have to make in academia

*To Be Determined: Logistics*

Mission: Engagement/Support/Advocacy: Reaching the next level of success in academia. Working collectively to figure out where we can be effective and our limits.

This should be fluid organism, in a flowing river model, going where needed, where it naturally flows.

## **Concept: Pilot Conference of Senior Scholars of Color**

*Proposal from meeting of senior Ford Fellows on October 13, 2011, Newport Beach, CA*

Challenge: We recognize the need for Ford Foundation (FF) scholars who are now at the post-tenure senior level (associate professors and administrators, or above) to engage in an organized manner to share their expertise, successes, challenges and insights. The proposed conference, Senior Scholars Conference (SSC), will be associated with the annual conference of Ford Foundation Fellows to enhance further career development of scholars at all levels so they can more effectively address a broad spectrum of national and global issues.

Background: Since the National Academy of Sciences (NAS) has managed the FF Fellowship program, over 3,000 scholars of color have received awards at the postdoctoral, dissertation or pre-doctoral levels. The FF Fellowship program over this time has lead to a cohort of senior fellows who have successfully navigated the academic pathways through promotion and tenure and beyond. Thus, this focused effort of the Ford Foundation has produced a large number of scholars who remain in academia in research, teaching and service or in related endeavors. Uniquely, the FF fellows cover a range of disciplines in sciences, technology, engineering and mathematics (STEM), economics, political sciences, social sciences, humanities and the arts. No other society has such a collection of accomplished scholars of color at the post-tenure levels. To maximize the Fellowship program investment and continue to address the Ford Foundation mission of diversifying the composition of the nation's college and university faculties, we propose that senior fellows can more effectively engage in this mission and enhance interactions, mentoring and communications with each other and with other entities.

Proposed Solution: To further explore this idea, we propose that a Senior Scholars Conference (SSC) should be part of the annual Ford Fellows conference that is attended by current fellowship recipients, regional liaisons and conference presenters. The SSC would be hosted by the Organizing Committee of the annual FF conference and the NAS with logistics handled by the same NAS staff. The conference could be a 1 to 1 ½ day event convened at the hotel location one day before the official start of the annual FF conference. Attendees who are not active participants as part of the annual FF conference would be required to finance their conference expenses. As space and other restraints allow, they would be afforded the option of attending the evening events of the annual FF conference and could be involved wherever resources or contracts would not be a limiting factor. Interactions of senior and new fellows at the annual conference would bring added value by providing:

- (1) a larger group of role models, potential mentors and interactions with current fellows,
- (2) re-energizing and access to a peer group for senior fellows who are navigating post-tenure careers in academia, and
- (3) an opportunity for all scholars and others to better realize the current and potential impact of the Ford Foundation Fellowship program.

The SSC agenda would include relevant roundtable sessions, plenary speakers and research presentations. Commitment to plan, disseminate information and host the SSC should be for at least two or more consecutive years to determine if the perceived need is affirmed by the response of senior scholars of color to attend and participate. Logistics of hotel, travel, agenda and meeting details would be arranged by the NAS staff with a steering committee of senior FF fellows and the Organizing Committee of the annual FF conference. The agenda of the first SSC meeting would be generated from ideas, needs and input of Ford fellows, NAS and Ford Foundation directors and the Organizing Committee of the annual conference.

Cost Analysis: An estimated cost for a conference of senior scholars should be made with input of the annual conference Organizing Committee and NAS staff members who are familiar with details of hosting the annual FF meeting in California, Washington or at other locations. Adequate hotel lodging would be required to accommodate current FF scholars and all registered senior scholars (self-sponsored or conference participants). Space for plenary meetings, break-out sessions and a reception could be secured during negotiations of lodging and rates. Each senior scholar participant who is not an invited participant/presenter in the annual FF Fellows Conference would be responsible for their own lodging, meals, transportation. If needed, a modest registration cost might be added. Alternatively, this might be supplemented through the Ford Foundation or by securing support from other sources for a conference of senior scholars of color. Dissemination of information about the SSC would be handled by the NAS staff and through communication by fellows to colleagues and to relevant professional or academic organizations. To attend, pre-registration would be required. Time of the NAS staff would be an additional consideration to include in a cost analysis.

Expected Conference Outcomes: At a minimum, the following benefits are expected:

- Connections of senior scholars of color for dialogue, peer support and networking
- Recognition and celebration of successes in academia to the senior levels
- Assessment of the need, organization and frequency of a Senior Scholars Conference
- Exchange of information, career issues and strategies for scholars of color
- Exploration of priority needs and interests of senior scholars of color as a collective for their expertise, career development, advocacy of global issues and mentoring
- Appreciation of research in academic exchange sessions or informal discussions
- An update on the level of support for a National Organization of Senior Scholars
- Mutual benefits from informal interactions of senior scholars and current Ford Fellows
- Enhancement of the visibility of Ford Fellows

Specific Request: We propose that steps are taken immediately to approve and begin planning to host a 1 to 1 ½ day Senior Scholars Conference consecutively in 2012 and 2013, or planning in 2012 for consecutive conferences in 2013 and 2014. This would involve the NAS and Ford Foundation administrators and staff, the Ford Fellows annual conference Organizing Committee and selected volunteer senior Ford Fellows who will move this initiative forward in conjunction with the September 2012 meeting at the National Academy of Sciences in Irvine, California. There should be a commitment for at least two years to host the SSC, and if successful, to help with the next phase of establishing this as a permanent offering.

*Submitted December 7, 2011 on behalf of Senior Ford Foundation Fellows:*

Oveta Fuller [fullerao@umich.edu](mailto:fullerao@umich.edu), James Curry, Federico Subervi, Kathryn Shanley, Franklin Knight, Jeanne Marie Breinig, Ruth Iyob, Rodolfo Rosales, Connie Neeley, Ernesto Chavez, Gabrielle Foreman, Ula Taylor, Rita Colon-Urban, Ronald Mickens, Braulio Jimenez-Valez, Caroline Sinavaiana, Marie Theresa Hernandez, Alex Chaparro, MariaElena Zavala, Aixa Alfonso, Sekazi Mtingwa, Robbin Chapman, Marisol Berrios-Miranda, Leonard Brown, Yvette Huet, Ingrid Padilla, Gabrielle Foreman, Mark Lawson, Gregory Florant, Michelle Morris, Maude Hines, Otto Santa Ana, Beronda Montgomery, Monica Coleman, Tyson-King Meadows, Fox Harrell, Miroslava Chavez-Garcia, Dianne Pinderhuges, Jonathan Yorba, Derek Hicks

### Appendix 3. SFFC Organizing Committee Subgroup Members and Function

#### **Arts and Special Events - \**Leonard Brown, Marisol Berrios-Miranda, Marie-Theresa Hernandez, Koritha Mitchell***

Integration of poetry, prose, music, dance, drama, design conference artwork/icons; Help with program and other item production to illustrate theme.

#### **Evaluation/Conference Follow-up - *Kate Shanley, Jonathan Yorba, Aixa Alfonso, Leonard Brown, A. Oveta Fuller, James Jackson***

Prepare evaluations for attendee feedback on conference and sessions; Collect attendee input during sessions to compile closing summary and for future planning; Provide summary report; Analyze session participant and keynote evaluation forms; Plan next steps with input with Subgroup Chairs.

#### **Media/Public Relations (PR) - *Federico Subervi-Velez, Carla Willard, Ruth Iyob, Fox Harrell, Tyson King-Meadows, Franklin Knight, Otto Santa Ana***

Marketing/PR before conference; Media and press coverage; Recording; Press releases with Ford Foundation staff; Audio and video; Permanent documenting of conference; Work with program, advertisements.

#### **Professional Development Sessions – *Gabrielle Foreman, Robbin Chapman, Greg Florant, Yvette Huet, Michelle Neyman Morris, James Rodriguez, William Velez, Maria Elena Zavala***

Determine priority session topics for inaugural conference; Define purpose, objective(s) and scope of each session; Identify suggested presenters/participants; Assign Beckman Center rooms; Coordinate session presenters and resource needs; Compile speaker biographies for program.

#### **Program Planning/Logistics- *A. Oveta Fuller, Michelle Neyman Morris, Ray Gamble, Chris O'Brien, Doug Wood, Jonathan Yorba, Maria Elena Zavala***

These plus a representative from each subgroup to coordinate with NRC staff, Ford Foundation and 2012 Annual Conference planning committee; Overall conference agenda and logistics; Organization and flow of events and link to 50<sup>th</sup> Anniversary Banquet; Budget and finances; Confirm persons and any contractual agreements; Hosting, Periodic updates to fellows; Work closely with Media/PR and other groups.

#### **Registration and Communications – *Ingrid Padilla, Mark Lawson, Alex Chaparro, Yvette Huet, Braulio Jimenez, Connie McNeely***

Compile and coordinate numbers for conference attendance, meals, breaks, bus transport, hotel rooms, etc; Provide information and estimates for Annual Conference and Banquet planning; Decide on and use technologies and other means of communications among senior Ford Fellows, the planning committees and subgroups; Devise means of follow-up and communication after conference (e.g., senior scholars list serve, SharePoint or other options); Facilitate registration before and set up with NRC staff on site.

**\**Chair, co-chair***

*CELEBRATING 50 YEARS*



# INAUGURAL SENIOR FORD FELLOWS CONFERENCE

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

September 20, 2012  
Beckman Center  
Irvine, California



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# PROGRAM CONTENT

1. WELCOME
2. HISTORY AND MISSION
3. SPECIAL RECOGNITIONS
  - Benjamin F. Payton
  - Sheila Biddle
  - Douglas E. Wood
  - Christine M. O'Brien
4. THE SANKOFA EMBLEM
5. KEYNOTE SPEAKER: Chancellor Michael V. Drake
6. CONFERENCE AGENDA
7. PROFESSIONAL DEVELOPMENT SESSIONS
8. BIOGRAPHIES/ AFFILIATIONS
9. ACKNOWLEDGEMENTS
  - Ford Foundation
  - National Academies/ National Research Council
  - SFFC Organizers and Advisory Group

This program is printed on 100% post consumer, recycled paper.

A full Senior Ford Fellows Conference (SFFC) program with agenda details, biographies, photos and links for panelists and organizers can be accessed at the

Ford Foundation Fellowship Program website:

<http://sites.nationalacademies.org/pga/fordfellowships/>



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# WELCOME



Greetings,

We welcome you with special joy to the first Senior Ford Fellows Conference (SFFC). What began as cherished interactions in Annual Conferences of Ford Fellows has evolved into the SFFC that we celebrate today. We believe this inaugural event is only the beginning of collective efforts to continue diversifying the academy to better address national and global challenges.

The special camaraderie of Ford Fellows permeates the conference and offers an opportunity to remember, reconnect, and reinvigorate. Keynote speaker, Chancellor Michael Drake, and expert panelists in the professional development sessions will provide strategies for effectively functioning in the variety of positions we occupy. We will enjoy artistic expressions and provide input in defining the next steps in leveraging collective resources.

We thank the Ford Foundation, especially Douglas Wood and Jeannie Oakes for their commitment to broadening access to higher education and for encouraging this Inaugural Conference. We profoundly appreciate Ray Gamble and the staff of the National Research Council (NRC) of the National Academies for their many contributions in celebrating events of the 50<sup>th</sup> Anniversary of the Ford Foundation Fellowship Programs.

We are grateful and humbled to serve as SFFC chairpersons. The event represents the joint effort of many, some of whom are listed as the SFFC Organizing Committee and Fellows Advisory Group. The conference is possible because of generous contributions of time, expertise, resources and good will of those listed, and so many more. Finally, we sincerely thank Chris O'Brien whose institutional memory and concern for fellows and the Ford Fellowship Program abounds.

In coming together as senior fellows, we reflect on and honor the paths that have led us here. With excitement, we move forward in making the way smoother and achievements greater for current fellows, as well as those scholars yet to come.

With best wishes,

A. Oveta Fuller  
1986 Postdoctoral Fellow

Michelle Neyman Morris  
1991 Predoctoral Fellow



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# HISTORY AND MISSION

## *Celebrating 50 Years*

The Ford Foundation Fellowship Program has reached a significant milestone in 2012: **Its 50th Anniversary!** The Inaugural SFFC is one special event to recognize this milestone and celebrate its impacts.

### ***Brief History***

From: A Report to the Ford Foundation – Submitted July 1984

Authors: Carlos H. Arce and Winton H. Manning

“The political phenomenon now referred to as the Civil Rights Movement is generally understood as having its focus on voting rights, but in fact its scope was much broader and included the entire range of American institutions. One of its most important components was the struggle against the *de facto* segregation that continued in the American educational system despite the 1954 Supreme Court ruling in the Brown vs Board of Education case. As a consequence, programs were established during the 1960’s and 1970’s to recruit minority students to college and university campuses.

The Ford Foundation joined these efforts in the 1960’s. The Ford Foundation’s significant programmatic allocations to improve the status of minorities in higher education were by far the greatest of any of the private sector agencies and were equaled only by the combined grants of various federal programs that were subsequently established. The Ford Foundation funded various programs in this area.”

### ***Mission***

“Through its Fellowship Programs, the Ford Foundation seeks to increase the diversity of the nation’s college and university faculties by increasing their ethnic and racial diversity, to maximize the educational benefits of diversity, and to increase the number of professors who can and will use diversity as a resource for enriching the education of all students. Awards are made to individuals who, in the judgment of the review panels, have demonstrated superior academic achievement, are committed to a career in teaching and research at the college or university level, show promise of future achievement as scholars and teachers, and is well prepared to use diversity as a resource for enriching the education of all students.”

Since its inception, over 5,000 Ford Foundation Fellowships have been awarded. These scholars who are found in a broad range of academic disciplines are uniquely positioned around the USA and globally to positively impact higher education.



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# SPECIAL RECOGNITIONS

## ***Benjamin F. Payton***

**Program Officer, Ford Foundation Fellowships, 1972-1981**

Dr. Benjamin F. Payton received a B.A. degree with honors from South Carolina State University, a B.D. degree from Harvard University, an MA degree from Columbia University and his Ph.D. degree from Yale University, having studied sociology, religion, philosophical theology and philosophy. Dr. Payton completed 29 years of his tenure as Tuskegee University's fifth President in 2011. Among other milestones, he developed Tuskegee's first doctoral programs. His honors include multiple presidential awards for his leadership and vision.

Dr. Payton was Program Officer, Higher Education and Research at the Ford Foundation from 1972 to 1981. In the 1960's, the Ford Foundation had awarded over 2,000 fellowships to promising scholars from under-represented groups in academe. In 1979, Dr. Payton met with leaders at the National Academies in Washington, D.C. to discuss creating a postdoctoral fellowship program for outstanding minority scholars. He was concerned that their heavy teaching loads and committee work were barriers to active research programs. Dr. Payton envisioned a program that would offer a teaching respite to allow focus on research and, in turn, to advance the careers of recipients. A competitive postdoctoral fellowship program was designed by Dr. Payton and the first 35 awards of 400 applicants were offered in 1980.

We thank Dr. Payton for his vision early in the Ford Fellows Program that has highly impacted fellows and higher education.

## ***Sheila Biddle***

**Program Officer, Ford Foundation Fellowships, 1982-1996**

Dr. Sheila Biddle received a Ph.D. from Columbia University and taught in its history department for 13 years. She was a senior research scholar at Columbia University from 1996 to 2002 and currently is an independent consultant. She is the author of *Internationalization: Rhetoric or Reality*, a study of internationalization in U.S. universities (2003).


As Program Officer for the Ford Foundation's Education and Culture Program (1982-1996), she developed the guidelines, many are used now, for the Ford Foundation Fellowship Programs. She carefully read each final report submitted by Ford Postdoctoral Fellowship recipients and, in 1982, said "the Fellows are indicating a feeling of isolation. They hope to meet each other. We should consider bringing them together for a conference."



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With that decision, annual conferences of Ford Foundation Fellows across disciplines began and have continued for the last 30 years.

In 1986, Dr. Biddle introduced dissertation level awards and re-instituted predoctoral fellowships. In 1986, awards grew from 35 to 101 annually. Between 1983 and 1987, Dr. Biddle made grants totaling \$1.2 million dollars in the area of African American studies alone. There are now “Sheila Biddle Ford Foundation Fellows” who proudly hold awards named for this important, caring, and dedicated scholar.

We salute Dr. Biddle for her concern for fellows and commitment to achieving the mission of the Ford Fellowship Program.

### ***Douglas Wood***

#### **Program Officer, Ford Foundation Fellowships, 2011 - Present**

Douglas Wood holds an Ed.D. and an Ed.M. in Administration, Planning and Social Policy from Harvard University, a master's degree in English from Middlebury College and a bachelor's degree in history from Wofford College.

Since starting his career as a public school teacher, he has served as Executive Director and Chief Executive Officer of the Tennessee State Board of Education; a member of the Tennessee Higher Education Commission; and as principal investigator of the National Academy for Excellent Teaching, an institute of the Teachers College, Columbia University. Prior to joining the Foundation in 2011, Dr. Wood was Associate Dean of Administration and Planning at the Eugene Lang College of the New School for Liberal Arts.

At the Ford Foundation, he has focused his grant making efforts on expanding access to higher education and improving college completion rates of underserved students. He has also championed greater recognition for the Ford Fellowship Program.

We sincerely thank Dr. Wood for his vision of the events to commemorate the 50<sup>th</sup> Anniversary and his unwavering support of this Inaugural Senior Ford Fellows Conference.



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**Christine M. O'Brien**  
**Program Manager, 1974 – Present**

Ford Foundation Fellowship Programs  
Fellowships Office, National Academies



Chris O'Brien manages the Ford Foundation Fellowship Programs at the predoctoral, dissertation, and postdoctoral levels at the National Research Council (NRC) of the National Academies of Sciences in Washington, D.C. She is well known to Ford Fellows and indeed an institutional and national treasure.

Chris obtained a B.S. degree from St. Joseph's University in Philadelphia, PA and an MS degree from Villanova University, Villanova, PA. After teaching for six years in the Catholic School System in Philadelphia, Chris became a research assistant on a study of Chicago-area adolescents led by Lloyd Temme that was based at the National Academies. Chris joined the Fellowship Office in January 1974 to work on the NSF Graduate Research Fellowship Program, and subsequently on other publicly- and privately-funded postdoctoral fellowship programs. Working most recently with Dr. Ray Gamble, Director of the NRC, Chris has led the Ford Fellowship team at the National Academies since 1979.

In addition to her dedication to the Ford Foundation Fellowship Programs, Chris organizes the Fellowship Roundtable that is based at the National Academies. The Roundtable, which started in 1995, meets twice-yearly for administrators to share ideas and information regarding fellowship programs.

We sincerely thank Chris for her dedication and attentive engagement with Ford Fellows through almost 30 years of predoctoral, dissertation and postdoctoral awards.



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# THE SANKOFA EMBLEM

## *Se wo were fi na wosankofa a yenkyi*

**Sankofa** is an Akan term that literally means, "to go back and get it."

The Akan of Western Africa make up one of the largest ethnic/cultural groups inhabiting Ghana and the Ivory Coast. The Akan have an ancient and rich cultural heritage that includes the extensive use of pictorial symbolism in the writing system known as **Adinkra**, which was created by the Ashanti craftsmen of Ghana. The Adinkra symbolize the Akan way of life, and individually each symbol can be associated with an **aphorism or proverb** rooted in the Akan experience.

One of the Adinkra symbols for **Sankofa** depicts a mythical bird flying forward with its head turned backward. The egg in its mouth represents the "gems" or knowledge of the past upon which wisdom is based; it also signifies the generation to come that would benefit from that wisdom.

This symbol often is associated with the proverb, "*Se wo were fi na wosankofa a yenkyi*," which translates to, "It is not wrong to go back for that which you have forgotten." The Akan believe that the past illuminates the present and that the search for knowledge is a life-long process. The pictograph illustrates the quest for knowledge, while the proverb suggests the rightness of such a quest as long as it is based on knowledge of the past.

The inaugural SFFC, as part of celebrating 50 years, seeks to reflect upon and appreciate the history of the Ford Foundation Fellowship Program while defining the paths forward for new and senior scholars who will provide higher education faculty and researchers now and in future years.

Information on the meaning and origins of the *Sankofa* emblem is adapted from: [www.uis.edu/africanamericanstudies/students/sankofa.html](http://www.uis.edu/africanamericanstudies/students/sankofa.html)



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# KEYNOTE SPEAKER



**Michael V. Drake, M.D.** has served as Chancellor of the University of California at Irvine since 2005. Since taking the helm, Dr. Drake has launched countless new programs in public health, pharmaceutical sciences and nursing science, and oversaw the creation of California's first new public law school in more than 40 years. Under his leadership, the campus added nearly

5 million square feet of new space, including the 500,000-square-foot UC Irvine Douglas Hospital and the 275,000-square-foot Student Center.

Chancellor Drake is the former vice president for health affairs at the UC's Office of the President, where he oversaw academic program policy at UC's 15 health sciences schools located on seven campuses. He directed the special research programs in tobacco, breast cancer and HIV/AIDS; co-chaired the California/Mexico Health Initiative; launched the PRIME (Program In Medical Education) initiatives to train physicians to serve the needs of underserved populations statewide; and founded the California Health Benefits Review Program. Before that, he spent more than two decades on the faculty of the UC San Francisco School of Medicine, where he became the Steven P. Shearing Professor of Ophthalmology and senior associate dean. He has received numerous honors and awards. He has served as trustee and president of the Alpha Omega Alpha Honor Medical Society and as chair of the board of trustees of the Association of Academic Health Centers. He is a fellow of the Institute of Medicine and the American Academy of Arts & Sciences. He is an alumnus of Stanford University (A.B.) and the University of California, San Francisco (M.D.). Chancellor Drake and his wife, Brenda, live in Irvine. They have two grown sons.

For complete biographical information visit:  
<http://chancellor.uci.edu/about/bio.php>



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# CONFERENCE AGENDA

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



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# 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 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 is 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?



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## **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.



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## **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.



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## **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 21<sup>st</sup> 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.



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## **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.



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# AFFILIATIONS

*University and institutional affiliations, year of Ford Fellowship and roles of panelists and SFFC chairpersons or subgroup chairpersons are listed. Full biographies are found in the next section.*

**Renato Aguilera, Ph.D.** Professor, Director of the Biology Graduate Program, & Director of the Research Initiative for Scientific Enhancement (RISE) Scholars Program, University of Texas, El Paso; 1986 Ford Dissertation Fellow; Morning Panelist

**Daina Ramey Berry, Ph.D.** Associate Professor of History and African and African Diaspora Studies, & George W. Littlefield Fellow in American History, University of Texas, Austin; 2003 Ford Postdoctoral Fellow; Morning Panelist

**Leonard Brown, Ph.D.** Associate Professor, Music and African American Studies, Northeastern University, Boston. Professional musician and Co-director of Afro-Caribbean Music Research Project; Regional Liaison, 1996 Ford Postdoctoral Fellow; SFFC Working subgroup Chairperson

**Ray Buriel, Ph.D.** Harry S. and Madge Thatcher Professor of Psychology and Chicano/a Latino/a Studies, Pomona College; Pomona, CA; 1973 Ford Predoctoral Fellow; 1984 Ford Postdoctoral Fellow; Morning Panelist

**Jerry Caldwell, Ph.D.** Director, Charles Drew Science Scholars program, Michigan State University, Lansing; Executive Director, Louis Stokes Alliance for Minority Participation (MI-LSAMP), University of Michigan, Ann Arbor. Afternoon Panelist

**Carlos Castillo-Chavez, Ph.D.** Regents Professor, Joaquin Bustoz Jr. Professor of Mathematical Biology, Distinguished Sustainability Scientist, Executive Director of Mathematical and Theoretical Biology Institute and Institute for Strengthening the Understanding of Mathematics and Science, Arizona State University; 1987 Ford Postdoctoral Fellow; Morning Panelist

**Alex Chaparro, Ph.D.** Professor and Chairperson, Department of Psychology, Wichita State University, Wichita, Kansas. 2009 WSU Excellence in Research Award; 1991 Ford Postdoctoral Fellow; Panelist in Special Session of Annual Ford Conference

**Robbin Chapman, Ph.D.** Associate Provost and Academic Director of Diversity and Inclusion and Education faculty, Wellesley College; Wellesley, MA; Regional Liaison; 1994 Ford Predoctoral Fellow; Afternoon Panelist

**James Curry, Ph.D.** J.R. Woodhull/Logicon Teaching Professor of Applied Mathematics, University of Colorado, Boulder; Program Director, Division of Mathematical Sciences (DMS), National Science Foundation; 1981 Ford Postdoctoral Fellow; Morning Panelist



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**Gregory Florant, Ph.D.** Professor of Biology, Colorado State University, Fort Collins; 2013 Distinguished Visiting Professorship, Georgia State University; Regional Liaison, 1983 Ford Postdoctoral Fellow, Morning Panelist

**P. Gabrielle Foreman, Ph.D.** Ned B. Allen Professor of English and Black Studies, University of Delaware, Newark; Kellogg National Leadership Fellow; 1996 Postdoctoral Fellow; SFFC Working subgroup Chairperson

**A. Oveta Fuller, Ph.D.** Associate Professor of Microbiology and Immunology; Faculty, African Studies Center, University of Michigan, Ann Arbor; Adjunct Faculty, Payne Theological Seminary; Fulbright Faculty Scholar; Regional Liaison; 1986 Postdoctoral Fellow; SFFC Chairperson

**Fox Harrell, Ph.D.** Associate Professor of Digital Media, Comparative Media Studies Program and Computer Science and Artificial Intelligence Laboratory, Massachusetts Institute of Technology, Cambridge; 2006 Ford Dissertation Fellow; Morning Panelist

**Robert Harris, Ph.D.** Professor of African American History, American Studies, and Public Affairs, Vice Provost for Diversity and Faculty Development Emeritus, Cornell University, Ithaca; 1983 Ford Postdoctoral Fellow; Morning Panelist

**Yvette Huet, Ph.D.** Professor of Biology, Director ADVANCE Faculty Affairs and Diversity Office, Director of Interdisciplinary Health Services Research Doctoral Program, University of North Carolina, Charlotte; Regional Liaison; 1989 Ford Dissertation Fellow; Morning Panelist

**James Jackson, Ph.D.** Daniel Katz Distinguished Professor of Psychology, Professor of Health Behavior and Health Education; Director of Institute for Social Research, University of Michigan, Ann Arbor; Member, Institute of Medicine of the National Academies of Sciences; 1986 Ford Postdoctoral Fellow; Afternoon Panelist; Panelist in Special Session of Annual Ford Conference

**John Jackson, Jr., Ph.D.** Richard Perry University Professor of Communication, Anthropology and Africana Studies, Associate Dean of Undergraduate Studies, Annenberg School for Communication; Senior Advisor to the Provost on Diversity, University of Pennsylvania, Philadelphia; 1997 Ford Dissertation Fellow; Morning Panelist

**Andrés Jiménez Montoya, Ph.D.** President and CEO of Achievement Trust & General Director of Latin American Social Science Faculty (CLACSO) Center, University of California, Los Angeles; 1975 Doctoral Fellow; Morning Panelist



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**Franklin Knight, Ph.D.** Leonard and Helen R. Stulman Professor of History, Director of Center for Africana Studies, Johns Hopkins University, Baltimore; Regional Liaison; 1986 Ford Postdoctoral Fellow; Morning Panelist

**Mark Lawson, Ph.D.** Associate Professor of Reproductive Medicine, University of California, San Diego; Regional Liaison; 1992 Postdoctoral Fellow; SFFC Working subgroup Chairperson

**Dwight McBride, Ph.D.** Daniel Hale Williams Professor of African American Studies, English and Performance Studies, Associate Provost and Dean of The Graduate School, Northwestern University, Evanston; 1990 Ford Predoctoral Fellow; Afternoon Panelist

**Connie McNeeley, Ph.D.** Professor of Public Policy; Co-Director of Center for Science and Technology Policy, George Mason University, Arlington; NRC/NAS Special Fellow; 1997 Ford Postdoctoral Fellow; SFFC Evaluation specialist

**Koritha Mitchell, Ph.D.** Associate Professor of English, Ohio State University; Columbus; Regional Liaison; 2005 Ford Dissertation Fellow; 2007 Ford Postdoctoral Fellow; Morning Panelist

**Lester Monts, Ph.D.** Senior Vice Provost for Academic Affairs, Senior Counselor to the President, Arthur F. Thurnau Professor of Music, University of Michigan, Ann Arbor; 1987 Ford Postdoctoral Fellow; Afternoon panelist

**Michelle Neyman Morris, Ph.D.** Professor, Dietetic Internship Director, Graduate Coordinator, Department of Nutrition and Food Sciences, California State University, Chico; 1991 Ford Predoctoral Fellow; 2012 Annual Conference Co-Chairperson; SFFC Chairperson

**Ingrid Padillo, Ph.D.** Professor of Environmental and Water Resources Engineering, Department of Civil Engineering and Surveying; Director of the Environmental Engineering Laboratory, University of Puerto Rico, Mayagüez; 1996 Ford Dissertation Fellow; SFFC Working subgroup Chairperson

**Darryl Roberts, Ph.D.** Professor, Department of History and Political Science, Director of Institute on the American Presidency, Tuskegee University; Tuskegee; Chief Executive Officer of CAMPAIGNANALYTICA, LLC.—Think Tank; (*no biography in full program*); 1985 Ford Postdoctoral Fellow; Afternoon Panelist



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**George Sanchez, Ph.D.** Professor of American Studies and Ethnicity and History, Director of Center for Diversity and Democracy, Vice Dean for Diversity and Strategic Initiatives, University of Southern California, Los Angeles; 1990 Ford Postdoctoral Fellow; Morning Panelist

**Otto Santa Ana, Ph.D.** Associate Professor in the César Chávez Department of Chicana/o Studies, University of California, Los Angeles; 1997 Ford Postdoctoral Fellow; Committee member for Special Session of Annual Ford Conference

**Kate Shanley, Ph.D.** Professor of Native American Studies, Special Assistant to the Provost for Native American and Indigenous Education, University of Montana, Missoula; Regional Liaison; 1988 Ford Postdoctoral Fellow, Afternoon Panelist; SFFC Working group Chairperson

**Keivan Stassun, Ph.D.** Professor of Physics and Astronomy, Vanderbilt University; Adjunct Professor of Physics, Fisk University; Director, Fisk-Vanderbilt Masters-to-PhD Bridge Program; Director, Vanderbilt Initiative in Data-intensive Astrophysics; 1999 Dissertation Ford Fellow; 2005 Ford Postdoctoral Fellow; Afternoon panelist

**Federico Subervi, Ph.D.** Professor and Director of the Center for the Study of Latino Media & Markets, School of Journalism and Mass Communication, Texas State University-San Marcos; 1988 Ford Postdoctoral Fellow; Morning Panelist; SFFC Working group Chairperson

**Beverly Tatum, Ph.D.** President, Spelman College, Atlanta; 1991 Ford Postdoctoral Fellow; Afternoon Panelist

**Dorceta Taylor, Ph.D.** Professor of Environmental Sociology, School of Natural Resources and Environment, University of Michigan; 1989 Ford Dissertation Fellow; Morning Panelist

**Marta Tienda, Ph.D.** Maurice P. During Professor of Demographic Studies, Professor of Sociology and Public Affairs, & Director of the Latino Studies Program, Princeton University; 1972 Ford Predoctoral Fellow; Morning Panelist

**Jonathan Yorba, Ph.D.** Chief Executive Officer, The Mexican Museum; Adjunct Professor, John F. Kennedy University; Chair, Ford Fellows Fund; 1991 Ford Predoctoral Fellow; Afternoon panelist

**Maria Elena Zavala, Ph.D.** Professor of Biology, Director of MARC U\*STAR and MBRS Programs, California State University, Northridge; 1982 Postdoctoral Fellow; Afternoon Panelist; Panelist in Special Session of Annual Ford Conference



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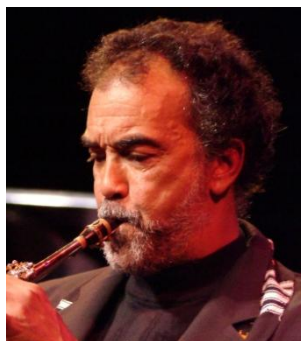
# BIOGRAPHIES



**Dr. Renato Aguilera** obtained his Ph.D. from U.C. Berkeley in 1987 and was a tenured professor at UCLA for 14 years. Dr. Aguilera's research has been continuously funded by federal grants since 1989. He currently works on anticancer drug discovery. Dr. Aguilera obtained his BS and MS degrees in Microbiology from The University of Texas at El Paso (UTEP) and joined UTEP in 2002 as a Full Professor and Director of the Biology Graduate Program. Dr. Aguilera is

the director of the Research Initiative for Scientific Enhancement (RISE) Scholars Program. In 2010, he received the prestigious American Society for Microbiology William A. Hinton Research Training Award. Dr. Aguilera is the current chair of the Minority Affairs Committee of the American Society for Cell Biology. In addition, he has served on the Board of Scientific Councilors of the NIEHS, on the Committee of Visitors of NSF, and on several NIH review panels.

<http://orspprofile.utep.edu/profilesystem/editprofile.php?loginid=raguilera>



**Leonard S. Brown** is a university professor and a professional musician (saxophonist, composer, and arranger), teacher, ethnomusicologist and specialist in multicultural education. During his four plus decades as a performing musician, he has appeared with many outstanding artists including Alice Coltrane, Pharoah Sanders, George Russell, Bill Barron, Yusef Lateef, Alan Dawson, and Ed Blackwell. He has performed nationally and internationally and is co-founder and producer of Boston's annual John Coltrane Memorial

Concert ([www.jcmc.neu.edu](http://www.jcmc.neu.edu)). Established in 1977, this annual performance tribute to Coltrane's musical and spiritual legacy is the oldest event of its kind in the world. Brown is principal contributor to the book ***Kansas City...And All That's Jazz*** (1999), a history of the Kansas City jazz legacy published by Andrews McMeel. His newest publications are ***John Coltrane and Black America's Quest for Freedom: Spirituality and the Music***, released in August 2010 and ***Boston's Jazz Legend: The Al Vega Story***, released June 2011. <http://www.music.neu.edu/faculty-staff/entire-list/leonard-brown/>



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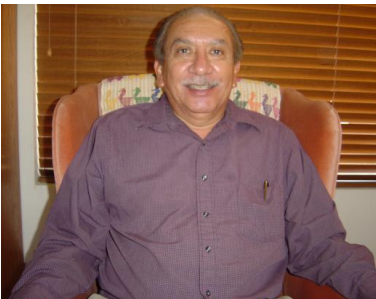
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**Daina Ramey Berry** is an Associate Professor of History and African and African Diaspora Studies as well as the George W. Littlefield Fellow in American History at the University of Texas at Austin. Previously, she taught at Michigan State and Arizona State Universities. She completed her BA, MA and PhD in History and African American Studies at UCLA. Her first book, *Swing the Sickle for the Harvest is Ripe: Gender and Slavery in Antebellum Georgia*

(University of Illinois Press, 2007), examined labor, family, and community among the enslaved. She is the editor-in-chief of *Enslaved Women in America: An Encyclopedia* (ABC-CLIO, 2012). Berry has appeared on several syndicated radio and television shows and is the recipient of fellowships from the American Council of Learned Societies, the American Association of University Women, and the Ford Foundation. She is a Distinguished Lecturer for the Organization of American Historians and hosted two conferences last year: "Sexuality and Slavery" (UT Austin) and "Slavery and Freedom in Savannah" (Telfair Museum of Art, Savannah, GA). Currently, Berry is completing a book manuscript entitled *The Price for their Pound of Flesh: The Value of Human Chattels from Preconception to Postmortem*. <http://www.utexas.edu/cola/depts/history/faculty/db27553>



**Raymond Buriel** is the Harry S. and Madge Thatcher Professor of Psychology and Chicano/a Latino/a Studies at Pomona College. He received a Ford Foundation Pre-doctoral Fellowship in 1973, and a Ford Foundation Post-doctoral Fellowship in 1984. He is the founding Chair of the Intercollegiate Department of Chicano/a Latino/a Studies at the Claremont Colleges. His

research has focused on the self-selection and adaptation of Latino immigrant families. In particular, he is interested in the developmental challenges and outcomes of children who serve as interpreters/translators for their immigrant parents. He refers to these children "Language and Cultural Brokers". <http://www.cgu.edu/pages/4737.asp>



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**Jerry Caldwell** is Director of the Charles Drew Science Scholars program at Michigan State University. This 20-year sustained program supports comprehensive high-level academic success of a diverse population of science and math students. In 2011, Dr. Caldwell was appointed as Executive Director of the Michigan Louis Stokes Alliance for Minority Participation (MI-LSAMP), in the second round of an NSF funded award to the University of Michigan. MI-

LSAMP is a consortium of fifteen Michigan universities and community colleges allied to increase the quality and number of underrepresented students in STEM disciplines who continue to graduate level studies. Dr. Caldwell holds a B.S. degree in biology from North Carolina A&T State University and a Ph.D. degree in Cellular and Molecular Biology from the University of Michigan. Previously, his laboratory studied mechanisms of hematopoietic cell development. Among other award-winning teaching, he developed and has taught Honors Senior seminars on the social-cultural history of science and medicine. <http://drewlab.msu.edu/about/index.html>



**Carlos Castillo-Chavez** is a Regents Professor, a Joaquin Bustoz Jr. Professor of Mathematical Biology, a Distinguished Sustainability Scientist and the Executive Director of the Mathematical and Theoretical Biology Institute and The Institute for Strengthening the Understanding of Mathematics and Science, both institutes recognized by the White House, at Arizona State University. He co-established the *David Blackwell*

and *Richard Tapia Award* (2000). While a professor at Cornell, where he spent 18 years, he was recognized with two White House Awards (1992 and 1997), the SACNAS Distinguished Scientist Award; and the Richard Tapia Award. Recent recognitions include the American Mathematical Society Distinguished Public Service Award and the 2007 AAAS Mentor award. He has mentored 27 PhD students (14 US Latinos and 10 women); 22 postdoctoral researchers; and hundreds of undergraduates. He held a Stanislaw M. Ulam Distinguished Scholar at Los Alamos National Laboratory; an honorary professorship at Xi'an Jiaotong University in China, and holds a Martin Luther King Jr. Professorship at MIT. He is a fellow of the AAAS, SIAM, and a member of President's Committee on the National Medal of Science. <http://mcmssc.asu.edu/carlos-castillo-chavez80>



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**Robbin Chapman** is Associate Provost and Academic Director of Diversity and Inclusion, and Education faculty at Wellesley College. She is responsible for strategic leadership of diversity initiatives, faculty advancement, and the Pforzheimer Learning and Teaching Center. Dr. Chapman received her Ph.D. and S.M. in Electrical Engineering and Computer Science from Massachusetts Institute of

Technology. She develops computational tools and community-based pedagogies to promote deep learning experiences. Dr. Chapman's publications include the book, *The Computer Clubhouse: Constructionism and Creativity in Youth Communities*, and chapters in *Social Capital and Information Technology*, *Falling for Science: Objects in Mind*, and *Communities of Practice: Creating Learning Environments for Educators*. She was PI on a Department of Education SBIR project to develop the OASIS (Online Application to Support Inquiry-based Science) learning technology. She is Regional Liaison for the Ford Diversity Fellowship program. <http://new.wellesley.edu/provost/staff/chapman>



**James H. Curry** has been a faculty member at the University of Colorado Boulder since 1978, first in the Mathematics Department where he became Full Professor in 1987. In 1988, he and several other Faculty, helped establish the Department of Applied Math. Curry's research interest include Dynamical Systems, Computation, Numerical Linear Algebra and Image Processing. In 1998 Curry was appointed J.R. Woodhull/Logicon Teaching Professor of Applied Mathematics and in 2003 he became

Chair of Applied Math. In July 2012 he stepped down as Chair and in Fall 2012 he became a Program Director in the Division of Mathematical Sciences (DMS) at the National Science Foundation. Curry has appreciated working with the Ford Foundation community and has deeply enjoyed and appreciated the support that the Fellowship Office has provided as his career as developed. In 2005 and 2007 by working with the National Research Fellowship office he was able to visit Vietnam. This was a life changing experience. <http://amath.colorado.edu/faculty/curry/>



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**Gregory L. Florant** received his B.S. from Cornell University in 1973 and his Ph.D. from Stanford University in 1978. He has held faculty positions at Swarthmore College, Temple University, and is currently a full Professor of Biology at Colorado State University. Florant has over 80 peer-reviewed publications and co-edited a book. He has received numerous awards including, AAAS Fellow, two Fulbright Research Scholarships, Ford Foundation Fellowship, CSU Faculty Excellence in Undergraduate Research Mentoring Award, the CSU Multi-Ethnic Distinguished Service Award, and a recently

received Distinguished Visiting Professorship at Georgia State University for 2013. He has received grant support from NSF, NIH, and several other agencies. His research focuses on how animals utilize nutrients, particularly lipids, to maintain energy balance under various environmental conditions.  
<http://www.biology.colostate.edu/people/florant/>



**P. Gabrielle Foreman** is the author of *Activist Sentiments: Reading Black Women in the Nineteenth Century*, many well-known essays, and several editions including Harriet Wilson's *Our Nig*, the Penguin Classics volume that first documented Wilson's wide-spread success as an antebellum hair-care entrepreneur and as Boston's "earnest and eloquent colored medium." As a Kellogg National Leadership Fellow, she co-founded Action for Social Change and Youth Empowerment;

ASchAYE put young activists on Boards of Directors and provided support to help build cohesive groups of youth leaders of color across Southern California. She continues to work on issues of sustainable community/academic partnerships. Recently, she and Otto Santa Ana brought senior Ford scholars and groups across Southern California together to brainstorm about ways to maximize our impact and grow our capacity for institutional leadership and social justice engagement. She is now the Ned B. Allen Professor of English and Black Studies at University of Delaware.

<http://www.bams.udel.edu/Faculty/Directory/JointFaculty/PGabrielleForemanProfessor/tabid/1710/Default.aspx>



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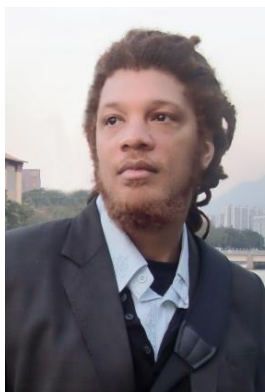
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**A. Oveta Fuller** is a virologist who studies early events of virus-cell interactions during infection by human pathogenic viruses. Her B.A. in biology and Ph.D. in microbiology and immunology from the University of North Carolina were followed by postdoctoral studies at The University of Chicago. Using expertise also as an active ordained clergyperson, a recent research focus examines effectiveness of a science and society model in which religious leader networks serve as a low cost vehicle to deliver sustainable interventions for

infectious and chronic diseases to community. The approach links biomedical science advances with group and individual efforts to prevent disease and improve health and economic outcomes. Dr. Fuller teaches virology in the University of Michigan Dental and Medical Schools and leads a Global Connection Course (GCC) for field studies in southern Africa. GCC students are immersed in a global community to better understand broad impacts of microbes. Among NIH, NSF and other awards for laboratory research studies, she is a 2012 J. William Fulbright Scholar who will conduct studies in Zambia towards HIV/AIDS elimination.

<http://www.med.umich.edu/microbio/bio/fuller.htm>



**Fox Harrell** is Associate Professor of Digital Media at MIT in the Comparative Media Studies Program and Computer Science and Artificial Intelligence Laboratory. His research explores the relationship between imaginative cognition and computation. His research also involves developing new forms of computational narrative, gaming, social media, and related digital media based in computer science, cognitive science, and digital media arts. The National Science Foundation has recognized Harrell with an NSF CAREER Award for his project "Computing for Advanced Identity Representation." He recently

completed a book, *Phantasmal Media: An Approach to Imagination, Computation, and Expression*, to be published by the MIT Press.

<http://www.csail.mit.edu/user/2322>



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**Robert L. Harris Jr.** is Professor of African American History, American Studies, and Public Affairs at Cornell University, and held a Ford Foundation Postdoctoral Fellowship in 1983-84. He is Vice Provost for Diversity and Faculty Development Emeritus. His major publications include *Teaching African American History* for the American Historical Association (3<sup>rd</sup> edition, 2001) and *The Columbia Guide to African American History Since 1939*, with Rosalyn Terborg-Penn (2006). He was Director of the

Africana Studies & Research Center at Cornell, 1986-91, and President of the Association for the Study of African American Life & History, 1991-92, which awarded him the Carter G. Woodson Scholar's Medallion for Distinguished Research, Writing, and Activism in 2003. In 2008, he received the Cook Award at Cornell for Commitment to Women's Issues. The annual ADVANCEments in Science lecture series is named in his honor. He currently serves as the National Historian for Alpha Phi Alpha Fraternity, Inc. <http://asrc.cornell.edu/harris.html>



**Yvette M. Huet** is Professor of Biology, Faculty Director for the UNC Charlotte ADVANCE Faculty Affairs and Diversity Office, and Director of the Interdisciplinary Health Services Research Doctoral Program. Her research interests are in the area of sex steroids and their roles in normal physiology and pathophysiology. Dr. Huet earned her B.S. in Human Biology: Microbiology from the University of Kansas; her Ph.D. (with Honors)

in physiology from the University of Kansas Medical Center; and had a Postdoctoral Fellowship with Monsanto Company in Missouri. Her honors include a National Science Foundation Minority Graduate Fellowship and a Ford Foundation Dissertation Fellowship. She has served in many leadership and advisory board roles at UNC Charlotte, locally and nationally. She is the North Carolina Liaison for the Ford Foundation Fellowship Program.

<https://advance.uncc.edu/people/dr-yvette-huet>



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**James S. Jackson** is the Daniel Katz Distinguished University Professor of Psychology and Director of the Institute for Social Research, the University of Michigan. He is past Director of the Center for Afro-American and African Studies, past national president of the Association of Black Psychologists and the Society for the Psychological Study of Social Issues. He is a member of the Institute of Medicine, the National Academies of Sciences, a Fellow of the

American Academy of Arts & Sciences, and the W.E.B. Du Bois Fellow of the American Academy of Political and Social Science. He is author or editor of 16 books and monographs and over 250 scientific articles and scholarly chapters related to coping and health among blacks in the Diaspora. He was a Ford Senior Postdoctoral Fellow in 1986-1988 at the Groupe D'Etudes et de Recherches Sur La Science, Ecole Des Hautes Etudes en Sciences Sociales, Paris, France.

[www.isr.umich.edu/home/about/](http://www.isr.umich.edu/home/about/)



**John L. Jackson, Jr.** is the Richard Perry University Professor of Communication, Anthropology and Africana Studies at the University of Pennsylvania and also Associate Dean of Undergraduate Studies in the Annenberg School for Communication and Senior Advisor to the Provost on Diversity. Jackson previously taught in the Department of Cultural Anthropology at Duke University and spent three years as a Junior Fellow at the Harvard University Society of Fellows. Dr. Jackson received a BA in Communications (Radio, TV, Film) from Howard University and a PhD in Anthropology from Columbia University.

Jackson has published three books, *Harlemworld: Doing Race and Class in Contemporary Black America* (University of Chicago Press, 2001), *Real Black: Adventures in Racial Sincerity* (University of Chicago Press, 2005), and *Racial Paranoia: The Unintended Consequences of Political Correctness* (Basic, 2008). Dr. Jackson currently is writing a book on global Black Hebrewism (under contract with Harvard University Press). As a filmmaker, Jackson has produced feature-length fiction films, documentaries, and shorts that have screened at film festivals all over the world. He is working on two ethnographic films, one about contemporary conspiracy theories in urban America and another examining the history of state violence against Rastafari in Jamaica.

<http://www.asc.upenn.edu/faculty/Faculty-Bio.aspx?id=156>



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**Franklin W. Knight** is the Leonard and Helen R. Stulman Professor of History at the Johns Hopkins University and Director of the Center for Africana Studies. He was awarded a Ford Foundation Postdoctoral Fellowship in 1986. His academic specialty is Latin American and Caribbean History. His major publications include *Slave Society in Cuba during the Nineteenth Century* (1970); *Atlantic Port Cities* (with Peggy K. Liss, 1991); *UNESCO General History of the Caribbean, III. Slave Societies of the Caribbean* (1997); *Contemporary Caribbean Cultures and Societies in a Global Context* (with Teresita Martinez Vergne, 2005); and, *The Caribbean: The Genesis of a Fragmented Nationalism* (3<sup>rd</sup> ed., 2012). He has served as president of the Latin American Studies Association (1998-2000) and president of the Historical Society (2004-2006).

<http://history.jhu.edu/bios/franklin-knight/>



**Mark Lawson** is an Associate Professor in the Department of Reproductive Medicine, School of Medicine, University of California, San Diego. His NIH-funded research focuses on studies of gonadotropin-releasing hormone signaling in the anterior pituitary and the regulation of reproduction, particularly gonadotropin gene expression. Areas of emphasis include hormone pulsatility and control of gene expression, translational control of gene expression and the role of

insulin, metabolic status, and cellular stress in the control of reproductive hormone production by the pituitary and hypothalamus. Dr. Lawson received his Bachelor of Science degree in Microbiology from San Diego State University and his Ph.D. in Biological Sciences from the University of California, Irvine. He was a Postdoctoral Fellow at The Salk Institute for Biological Studies and at the University of California, San Diego and a Research Scientist at Ligand Pharmaceuticals, Inc.

<http://repro.ucsd.edu/faculty/lawson/default.aspx>



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**Dwight A. McBride** is the Daniel Hale Williams Professor of African American Studies, English, & Performance Studies and Associate Provost & Dean of The Graduate School at Northwestern University. Author of *Impossible Witnesses: Truth, Abolitionism, and Slave Testimony* (2001) and *Why I Hate Abercrombie and Fitch: Essays on Race and Sexuality* (2005), McBride also edited *James Baldwin Now* (1999) and co-edited *A Melvin Dixon Critical Reader* (2006) and the

2003 Lambda Literary winning anthology *Black Like Us: A Century of Lesbian, Gay, and Bi-Sexual African American Fiction* (2002), a special issue of *Callaloo* titled "Plum Nelly: New Essays on Black Queer Studies" (2000), and the award winning special issue of *Public Culture* titled "100 Years of *The Souls of Black Folk*," (2005). Prior to his current position, he was chair of the Department of African American Studies at Northwestern University where he helped establish the nation's 7th Ph.D. program in African American Studies and Dean of the College of Liberal Arts & Sciences at the University of Illinois at Chicago.

<http://www.afam.northwestern.edu/people/dwight-a-mcbride.html>



**Connie L. McNeely** received a Ph.D. in Sociology from Stanford University and is currently Professor of Public Policy at George Mason University, where she also serves as Director of the Center for Science and Technology Policy. Her teaching and research address various aspects of science and technology, international development, organizational behavior, governance, social theory,

and culture. She has ongoing projects examining cultural and institutional dynamics in education, science and technology, and law, along with matters of race, ethnicity, and nation, and gender and polity participation. Dr. McNeely is currently working as part of a larger initiative on democratizing education in the United States and elsewhere, and is Principal Investigator on a major research project examining institutional outcomes and policy impacts on diversity in science and technology in higher education. She is also active in several professional associations, serves as a reviewer and evaluator in a variety of programs and venues, and sits on several advisory boards and committees.

<http://policy.gmu.edu/tabid/86/default.aspx?uid=51>



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**Koritha Mitchell** is a literary historian and cultural critic who specializes in African American literature, racial violence throughout U.S. literature and culture, and black drama & performance. She examines how texts, both written and performed, have helped terrorized families and communities to survive and thrive. She is author of the award-winning book *Living with Lynching: African American Lynching Plays, Performance, and Citizenship, 1890 - 1930* (University of Illinois Press, 2011). Mitchell earned her Ph.D. at the University of Maryland-College Park. Mitchell's essay "James Baldwin, Performance Theorist, Sings the *Blues* for *Mister Charlie*" appears in the March 2012 issue of *American Quarterly*. She maintains a blog, *Kori's Commentary* ([koritha.blogspot.com](http://koritha.blogspot.com)), and has been interviewed on *The Michael Eric Dyson Radio Show*, *Colorlines.com*, *Left of Black*, and on radio stations based in Austin and Atlanta. She will soon launch *Black LIT Radio*, a 10-minute monthly radio discussion of African American literature. On Twitter, she's @ProfKori. <http://english.osu.edu/people/mitchell>



**Andrés E. Jiménez Montoya** is President and CEO of Achievement Trust, a non-profit, independent group dedicated to achieving college success for students from immigrant families. He is General Director of the UCLA Latin American Social Science Faculty (CLACSO) Center. He served 3 years as Director of the California Program on Opportunity and Equity (CalPOE) and over 16 years as Director of the California Policy Research Center (CPRC) programs at the University of California system. Jiménez has written about society and politics in the United States and Mexico, U.S. race and ethnic relations, U.S. immigration policy, and U.S.-Latin American relations. He has been published in the *New York Times*, the *Los Angeles Times*, *La Opinión*, and the *San José Mercury News* and is a regular contributor to the Stansbury Forum. His commentaries have aired on National Public Radio, Pacifica Radio, the British Broadcasting Service, the *Univisión* Network, and the Telemundo Network. Jiménez received a B.A. in politics and Latin American studies from University of California at Santa Cruz, and a Ph.D. in political science at the University of California, Berkeley.

<http://www.yatedo.com/p/Andr%C3%A9s+E.+Jim%C3%A9nez+Montoya/normal/2bf5f8db6f61cb3987898e63484ed066>



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**Lester Monts** is the University of Michigan's Senior Vice Provost for Academic Affairs, Senior Counselor to the President, and Arthur F. Thurnau Professor of Music. He received the doctorate in musicology from the University of Minnesota. He is a former orchestral trumpet player and has performed with the Minnesota Orchestra and served as principal trumpet at the Allegheny Summer Music Festival and the Music Festival of Arkansas. Monts has focused his

scholarly research on the musical and cultural systems among the Vai people of Liberia. He has published in numerous scholarly journals and presented his research at the meetings of learned societies. He has served as the chair of the Board of Trustees at the College Board and is a research associate at the International Centre for African Music and Dance (Ligon). He is currently a senior consultant for the Chinese Language Council International (Beijing), and serves on the advisory board of the Sphinx Organization.

[http://www.provost.umich.edu/about/senior\\_staff/l\\_monts.html](http://www.provost.umich.edu/about/senior_staff/l_monts.html)



**Michelle Neyman Morris** is a Professor, Dietetic Internship Director (DI) and Graduate Coordinator in the Department of Nutrition & Food Sciences at California State University, Chico. She earned her Ph.D. in Nutrition from the University of California, Davis, and became a Registered Dietitian after completing the DI at San Jose State University, where she was previously a lecturer. Dr. Neyman Morris has received teaching awards and held a CSU, Chico Lantis Endowed Professorship. Her research interests

include nutrition education across the lifespan utilizing the weight-neutral Health at Every Size® (HAES<sup>SM</sup>) paradigm. The socially just HAES<sup>SM</sup> approach encourages accepting and respecting the natural diversity of body sizes and shapes, eating in a flexible manner that honors internal cues of hunger and satiety, and finding joy in moving one's body to become more physically vital. Dr. Neyman Morris advocates for an end to weight based discrimination and an increase in the presence of HAES<sup>SM</sup> tenets in dietetics education and practice.

<https://www.csuchico.edu/nfsc/facultystaff/bio/mMorris.shtml>



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**Ingrid Padilla** is Professor of Environmental and Water Resources Engineering in the Department of Civil Engineering and Surveying and the Director of the Environmental Engineering laboratory (EEL) at the University of Puerto Rico, Mayagüez. She led the groundwater office at Greg Morris and Associates from 1999 through 2001, and directed several hydrologic investigations while working with the U.S. Geological Survey from 1988 through 1992. Dr.

Padilla holds a Ph.D. from the University of Arizona in Contaminant Hydrology; a M.S. from the University of Michigan; and a B.S. from the University of Maryland. Dr. Padilla has directed laboratory, field-scale, and modeling environmental engineering and groundwater investigations in the academic, government, and private sectors. She has served in review panels for the NSF and the National Research Council and has received numerous awards through her career, including: *Distinguished Professor in Civil Engineering*; and *Innovative Woman in Engineering Education*. She has presented her work in many local, regional, and national conferences, and published in distinguished journals and proceedings.

<http://www.pathwaystoscience.org/Profiles.asp?student=PadilIngrid>



**Alex Chaparro** is Professor and Chair of the department of Psychology at Wichita State University (WSU) and an experimental psychologist specializing in the study of the interaction of aging, cognition, and visual impairment particularly for driving and aviation. He is Director of the Aging, Perception and Performance laboratory and the Aviation Psychology and Human Factors Laboratory at the National Institute for Aviation Research. Dr. Chaparro earned a B.S. in Experimental

Psychology from Florida Institute of Technology and a Ph.D. Experimental Psychology at Texas Tech University followed by post-doctoral training at Harvard University, Division of Applied Science and Department of Psychology. Ongoing research concerns include effects of texting or talking on driving performance and effects of aging and visual impairment on day and nighttime driving performance. He is the recipient of the WSU 2009 Award for Excellence in Teaching.

<http://webs.wichita.edu/?u=psychology&p=/people/faculty/alex/>



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**George J. Sanchez** is Professor of American Studies & Ethnicity, and History at the University of Southern California. He is the author of *Becoming Mexican American: Ethnicity, Culture and Identity in Chicano Los Angeles, 1900-1945* (Oxford, 1993), and co-editor of *Los Angeles and the Future of Urban Cultures* (Johns Hopkins University Press, 2005) and *Civic Engagement in the Wake of Katrina* (University of Michigan, 2009). In 2010, the American Association of Hispanics in Higher

Education Inc. selected him as the outstanding Latino/a faculty in higher education research institutions. In 2011, he received the first ever Equity Award from the American Historical Association for achieving excellence in recruiting and retaining underrepresented racial and ethnic groups into the historic profession, and the Provost Award for Mentoring for his extensive and sustained contributions in mentoring faculty and students at USC. Past President of the American Studies Association in 2001-02, he currently serves as Director of the USC Center for Diversity and Democracy, and Vice Dean for Diversity and Strategic Initiatives at USC Dornsife College of Letters, Arts & Sciences.

<http://dornsife.usc.edu/cf/faculty-and-staff/faculty.cfm?pid=1003672>



**Otto Santa Ana** is an Associate Professor in the Department of Chicana/o Studies at UCLA where he pursues two research strands. In one, he studies how the mass media validates unjust social inequity. The American Political Science Association named his first book, *Brown Tide Rising*, the year's Best Book on Ethnic and Racial Politics. His forthcoming book, *Juan in 100*, studies television network news imaging of Latinos. In 2012 Santa Ana co-edited an anthology: *Arizona Firestorm*, about today's anti-Latino and anti-immigrant political actions, including

the media's role. These days, he is writing about commercial mass mediated comedy in a monograph tentatively called: *Thin Edge of the Wedge: The Power of Political Humor*. He is also an empirical sociolinguist who has written about the languages of Latinos in a dozen articles, and an anthology: *Tongue-Tied: The Lives of Multilingual Children in Public Schools*.

<http://www.chavez.ucla.edu/people-faculty-and-staff/core-faculty-1/otto-santa-ana>



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**Kathryn W. Shanley** is a Professor of Native American Studies at the University of Montana and serves as Special Assistant to the Provost for Native American and Indigenous Education. She has published extensively in the field of Native American literature. She edited *Native American Literature: Boundaries and Sovereignties* (2001), a special issue for *Studies in American Indian Literature (SAIL)* tribute issue to James Welch (2007), and also *Intertexts*, a special issue on "Gender in Indigenous Studies." Recently published articles appear in the *Handbook of North American Indians* (2008), *Gerald Vizenor: Texts and Contexts* (2010), and *American Indians and Popular Culture* (2011). In addition to service on the national level with the Modern Language Association and the Ford Fellowship Program, Dr. Shanley served as president of the Native American and Indigenous Studies Association from 2011-2012. She is an enrolled Nakoda from the Ft. Peck Reservation in northeast Montana.

<http://www.cas.umt.edu/casweb/faculty/facultyDetails.cfm?id=678>



**Keivan G. Stassun** is a Professor of Physics & Astronomy at Vanderbilt University, Adjunct Professor of Physics at Fisk University, Director of Fisk-Vanderbilt Masters-to-PhD Bridge Program, and Director of the Vanderbilt Initiative in Data-intensive Astrophysics. Dr. Stassun is the recipient of the largest ever NSF CAREER award in 2004. Stassun's research on the birth of stars and exoplanetary systems has appeared in the prestigious research journal *Nature*, has been featured on NPR's *Earth & Sky*, and has been published in more than 75 peer-reviewed journal articles. In 2007, the Vanderbilt Initiative in Data-intensive Astrophysics (VIDA) was launched as a \$4M pilot program in astro-informatics, with Stassun as its first director. The Stassun research group includes six postdoctoral associates and eleven graduate students, supported by more than \$12M in research and training grants. Stassun serves as founding director of the Fisk-Vanderbilt Masters-to-PhD Bridge Program - now the top producer of PhDs to underrepresented minorities in physics, astronomy, and materials science - which is supported by institutional funds and extramural grants totaling \$32M. Stassun was recognized in 2009 by the Fletcher Foundation for "contributions advancing the spirit of Brown versus Board of Education". <https://my.vanderbilt.edu/kstassun/>



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**Federico Subervi** is Professor and Director of the Center for the Study of Latino Media & Markets at the School of Journalism and Mass Communication, Texas State University-San Marcos. His Ph.D. in Mass Communication is from the University of Wisconsin-Madison, and his M.A. in Public Communication and B.A. in Social Sciences from the University of Puerto Rico. He conducts research, publishes and teaches on a broad range of issues related to the mass media and ethnic minorities, especially Latinos in the U.S. Among his many publications, he is the editor and an author of the book *The Mass Media and Latino Politics: Studies of U.S. Media Content, Campaign Strategies and Survey Research: 1984-2004*. He currently serves on the Board of Directors of the Latino Public Radio Consortium and is the Academic Officer on the Board of Directors of the National Association of Hispanic Journalists.

<http://www.masscomm.txstate.edu/people/faculty/federico-subervi.html>



**Beverly Daniel Tatum** has served as President of Spelman College since 2002. A clinical psychologist by training, her research includes racial identity development, and the role of race in the classroom. She is the author of *Can We Talk About Race? And Other Conversations in an Era of School Resegregation* (2007), *Why Are All the Black Kids Sitting Together in the Cafeteria? And Other Conversations About Race* (1997) and of *Assimilation Blues: Black Families in a White Community* (1987).

An active member of the Atlanta community, Dr. Tatum currently serves on several national boards including the White House Initiative on Historically Black Colleges and Universities, Teach for America, the Institute for International Education, and the Carnegie Foundation for the Advancement of Teaching. She is on the corporate board of Georgia Power. She holds a B.A. degree in psychology from Wesleyan University, and M.A. and Ph.D. in clinical psychology from University of Michigan and a M.A. in Religious Studies from Hartford Seminary. Prior to coming to Spelman, she spent 13 years at Mount Holyoke College as professor, dean and acting president. President Tatum is married to Dr. Travis Tatum, a retired college professor; they are the parents of two adult sons.

<http://www.embracingthejourney.com/bios/beverlytatum.htm>



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**Dorceta Taylor** is a Professor of Environmental Sociology at the School of Natural Resources and Environment and Coordinator of the Environmental Justice Field of Studies at the University of Michigan. She is Chair of the American Sociological Association's Environment and Technology Section. Dr. Taylor received Ph.D.s in Sociology and Forestry & Environmental Studies from Yale University. Her

research focuses on history of mainstream and environmental justice ideology and activism, social movements and framing, green jobs, diversity in the environmental field, urban agriculture, and food justice. She is the author of *The Environment and the People in American Cities: 1600s-1900s. Disorder, Inequality, and Social Change* (Duke University Press) that received the Allan Schnaiberg Outstanding Publication Award from the Environment and Technology Section of the American Sociological Association. Dr. Taylor studies urban agriculture and food insecurity with particular interest in the lack of access to healthy food outlets in minority and poor inner-city neighborhoods.

<http://www.snre.umich.edu/profile/dorceta>



**Marta Tienda** is Maurice P. During '22 Professor of Demographic Studies and Professor of Sociology and Public Affairs at Princeton University. She directed the Office of Population Research from 1998 – 2002 and is now the founding director of the Latino Studies Program. She has held appointments at the University of Wisconsin at Madison and the University of Chicago, where she chaired the Department of Sociology and edited the American Journal of Sociology. Professor Tienda is past president of the Population Association of

America. She is an independent trustee of TIAA, the Alfred P. Sloan Foundation, and the Jacobs Foundation of Switzerland, and she serves on the Visitors Committee of Harvard University's Kennedy School of Government. Professor Tienda's research has focused on the demography of racial and ethnic inequality, social policy, and international migration, with a focus on equity and access to higher education. Current research focuses on international migration of children and seniors. Dr. Tienda received a B.A. from Michigan State University (Spanish, 1972) and a Ph.D. in sociology from the University of Texas at Austin (1976).

<http://www.princeton.edu/sociology/faculty/tienda/>



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**Jonathan Lorenzo Yorba** is the CEO of The Mexican Museum in San Francisco. In partnership with the City and County of San Francisco and Millennium Partners, he oversees the design and construction of the cultural component of a \$220 million civic improvement, mixed-use development project. He is an Adjunct Professor at John F. Kennedy University. Previously, Dr. Yorba worked in Economic Development and Redevelopment. He was

actively involved in a \$2.1 billion dollar public improvement project. Yorba's career keeps him active in several areas, including: Fundraising, Governmental and Legislative Affairs, Workforce and Economic Development, Regional Planning, and Arts and Cultural Affairs. Yorba received his MA and PhD in Comparative Ethnic Studies from the University of California at Berkeley and a BA in Creative Arts and MA in Museum Studies from San Francisco State University. Yorba also holds a Certificate in Philanthropy and Fund Development from the School of Business at La Sierra University. He is Chair of the Ford Fellows Fund.

[http://americanlatinomuseum.org/jonathan\\_yorba/](http://americanlatinomuseum.org/jonathan_yorba/)



**Maria Elena Zavala** is a Professor of Biology at California State University, Northridge (CSUN). Her research group studies plant development, particularly roots. She initiated the Minority Access to Research Careers Undergraduate Science Training in Academic Research (MARC U\*STAR), Minority Biomedical Research Support (MBRS) and Bridges to the Ph.D. programs at CSUN. She directs the MARC U\*STAR and MBRS programs. The Ford Foundation, NSF, US Department of Agriculture and the NIH have funded

her research efforts. Dr. Zavala is interested in educational equity issues and has worked on projects to improve science education for K-12 students and to increase the participation of women in science. She has served on NIH advisory boards, a NIH panel, and reviewed proposals for the NSF, NIH, and USDA. She is member of the ASCB minority affairs committee and is the chair of the minority affairs committee for the American Society for Plant Biologists. Dr. Zavala is the first Chicana to earn a Ph.D. in Botany in the US. Among other recognitions, she was a recipient of Presidential Award Excellence for Science, Mathematics, Engineering Mentoring awarded to her by William Jefferson Clinton and is a Fellow of the AAAS. <http://www.csun.edu/biology/faculty/zavala.htm>



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### **The Way Forward**

#### **Me: We**

*A poem by Muhammad Ali*



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