

PROMOTION, TENURE, AND ADVANCEMENT THROUGH THE LENS OF 2020: THE NEXT NORMAL FOR RECRUITMENT, RETENTION, AND SUPPORT

SPEAKER BIOGRAPHIES

Todd Benson served as a student affairs administrator for over ten years before pursuing a doctorate in Higher Education Leadership and Policy. Making the leap from student affairs to academic affairs began with work in service-learning and civic engagement at East Stroudsburg University where he collaborated with faculty and staff on a host of classroom based and co-curricular projects. During his doctoral program, Todd studied the experiences of doctoral students and the factors that contributed to their acculturation into their respective disciplines. This work expanded as Todd assumed roles in both the Office of the Associate Dean of Graduate Education for Peabody College of Education and Human Development and the Vanderbilt Institutional Research Group. Currently, Todd began his work at the Collaborative on Academic Careers in Higher Education as the Assistant Director of Surveys and Analysis. Managing the day-to-day operations at COACHE for over a decade before taking on his newest role as Executive Director.

Diana Bilimoria, Ph.D., is KeyBank Professor and Chair of the Department of Organizational Behavior at the Weatherhead School of Management, Case Western Reserve University. Her research interests focus on gender, diversity, equity and inclusion in governance and leadership, and organizational transformation. Her studies have helped corporate, educational, and nonprofit organizations reinvent themselves and establish practices that attract and retain a high-performance, diverse workforce. She has written 4 books including *Women in STEM Careers: International Perspectives on Increasing Workforce Participation, Advancement and Leadership*, and *Gender Equity in Science and Engineering: Advancing Change in Higher Education*. She has published more than 100 articles in leading journals and edited volumes. She has served as an elected member of the Board of Governors of the Academy of Management, and as the Chair of its Gender and Diversity in Organizations Division. She has served as the editor of the *Journal of Management Education* and sits on the editorial boards of several journals.. Recent awards she has received include the *Scholarly Contributions to Educational Practice Advancing Women in Leadership Award*, the *Weatherhead School of Management Enduring Research Impact Award*, the *Janet Chusmir Distinguished Service Award*, and the *Weatherhead School of Management Teaching Excellence Award*

NiCole T. Buchanan, Ph.D., Professor at Michigan State University. Dr. Buchanan researches the interplay of race, gender and victimization and how they impact the nature of harassment, its impact, and organizational best practices. She also studies faculty of color and ways in which their research is marginalized (i.e., epistemic exclusion). She has been highlighted in hundreds of

media outlets, is a featured speaker including TEDx and National Public Radio (NPR), and provides bias and diversity-related training and consultation (e.g., medical professionals, faculty, clinicians, human resource managers, and police departments). Dr. Buchanan is a Fellow of the Association for Psychological Science, four divisions of the American Psychological Association (Society of Clinical Psychology, Society for the Psychological Study of Social Issues, Society for the Psychological Study of Ethnic Minority Issues, and Society for the Psychology of Women), and has received national and international awards for her research, teaching, and professional service.

Amal Kumar is a Postdoctoral Research Fellow at the Collaborative on Academic Careers in Higher Education (COACHE) and a Research Associate at the Center for Studies in Higher Education at UC Berkeley. His research focuses on how academic and public policy leaders make sense of and resolve competing goals, values, and organizational identities within the normative, structural, and political constraints of higher education. Current projects explore how organizational identities of universities and higher education intermediaries can explain frictions in state governance of higher education, and the work of diversity, equity, inclusion, and justice in the academy. Amal holds a Ph.D. in Education from Harvard University, a master's degree in education from the Harvard Graduate School of Education, and a bachelor's degree in Economics and Spanish from Georgetown University.

Autumn M. Reed (she/her/hers) is Assistant Vice Provost for Faculty Affairs. In this role Dr. Reed administers a comprehensive range of faculty diversity initiatives, contributes to program and policy developments related to these efforts, and works with administrators, campus constituents, and external constituents to advance UMBC's commitment to increase faculty diversity and inclusive excellence. Dr. Reed has taught the First Year Seminar Exploring Orientalism for incoming freshman and transfer students and she participated as an instructor in UMBC's inaugural Dawg Days Abroad Program at the University of Bristol.

Dr. Reed joined the Provost office in 2011 as the inaugural Program Coordinator for UMBC's ADVANCE Faculty Diversity Initiative. Prior to working in the Provost Office, Dr. Reed served as a graduate assistant in UMBC's Department of Gender and Women's Studies from 2008-2011 where she supported the Women in Learning and Leadership (WILL Program). Dr. Reed also has experience in the private industry as a recruiter and quality assurance specialist.

Dr. Reed is a life-long resident of Maryland and is bilingual in Spanish and English. She received her BA in History with a Minor in Spanish from the University of Notre Dame of Maryland. She completed her MA in Intercultural Communication and holds a Ph.D. in Language, Literacy, and Culture, both from UMBC. Her dissertation research used critical discourse analysis (CDA) to investigate the politics of national belonging in U.S. news "honor-killing" coverage. Dr. Reed is currently pursuing a J.D. at the University of Baltimore School of Law.

Christiane Spitzmueller, Ph.D., is Professor of Industrial Organizational Psychology at the University of Houston (UH), where she conducts research and teaches graduate and undergraduate courses in workforce diversity and workforce development with a focus on higher education. Currently, Dr. Spitzmueller serves as the Director of a nine-institution NSF funded research consortium dedicated to examining validity and bias in promotion and tenure decision making. Her recently published book “Research Perspectives on Work and the Transition to Motherhood” examines work-family interface issues facing parents who attempt to reconcile work, family demands and their own health and well-being.

She served as the Managing Director for the NSF funded Center for ADVANCING UH Faculty Success (ADVANCE) from 2017-2019. Over the past years, The UH Center for ADVANCING Faculty success has changed what UH scientists look like: The representation of women at Full Professor level has increased by 43%, and the representation of African American and LatinX members among UH tenure and tenure track faculty has grown by 40%. As part of UH’s ADVANCE team, Dr. Spitzmueller is a recipient of NIH’s 2021 HeroX award for advancing gender equity in academia.

Dr. Spitzmueller received her Ph.D. in Industrial and Organizational Psychology from Bowling Green State University and joined the faculty of the University of Houston in 2003, becoming full professor in 2017. Recently, Dr. Spitzmueller also served as a committee member on the National Academies of Sciences, Engineering and Medicine’s consensus study on mentorship in STEMM, with a focus on increasing mentoring access for students from marginalized backgrounds. She currently serves on the editorial boards for Journal of Organizational Behavior, Journal of Occupational Health Psychology and Organizational Research Methods.

Kecia M. Thomas is the Dean of the UAB College of Arts and Sciences. Prior to joining the leadership team at UAB, Dr. Thomas was the Senior Associate Dean in the Franklin College of Arts and Sciences at the University of Georgia where she began her career in 1993 as a Professor of Industrial/Organizational (I/O) Psychology and African-American Studies. Dr. Thomas is an expert in the psychology of workplace diversity. Her scholarship and institutional engagements focus on the issues of strategic diversity recruitment, supporting diversity in STEM workplaces, and understanding the career experiences of high potential women of color. She is the author of over 60 peer-reviewed articles and book chapters as well as the first I/O diversity textbook *Diversity Dynamics in the Workplace* (Thomson Wadsworth). She also served as editor of six volumes, including *Diversity Resistance in the Workplace* vol. 1 & 2 (Taylor-Francis/Routledge) and *Diversity Ideologies in Organizations* (Routledge). Her research has been funded by federal agencies, for-profit and non-profit institutions, and corporate foundations. She is an elected-Fellow of the American Psychological Association, the Society for the Psychological Study of Culture, Ethnicity and Race, and the Society of I/O Psychology. She is also a past recipient of the Janet Chusmir Award for Distinguished Service from the Academy of Management. She currently serves on the national change team for the NSF-funded Aspire, the national alliance for inclusive and diverse STEM faculty.