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

Freeman A. Hrabowski
President, UMBC

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FACULTY DIVERSITY AT UMBC
Building a Diverse Culture of Innovation & Excellence

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

Scholarship That Broadens Our Understanding of Diversity

- “An empirical investigation into the difficulties experienced by visually impaired Internet users,” The Information Society, Ravi Kuber et al.
- Bilingualism in Schools and Society: Language, Identity, and Policy, Sarah J. Shin
- Blackberries and Redbones: Critical Articulations of Black Hair and Body Politics in Africana Communities, Kimberly Moffitt
- Blood on the River: The 1763 Slave Rebellion in Dutch Guyana, Marjoleine Kars
- Encyclopedia of Diversity in Education, Claudia Galindo, family and community editor
- Homosexuality in Art, James Smalls
- Instructional Design Frameworks and Intercultural Models, Patricia A. Young
- Making the Case for Culture Change in Elder Care, Judah Ronch
- Mentoring Women Faculty in STEM, ADVANCE conference, Auburn University, Phyllis R. Robinson
- Major Histocompatibility Complex Class II+ Invariant Chain Negative Breast Cancer Cells Present Unique Peptides That Activate Tumor-specific T Cells From Breast Cancer Patients, Suzanne Estrand-Rosenberg et. al.
- Queer French: Globalization, Language, and Sexual Citizenship in France, Denis M. Provencher
- Roots and Reflections: South Asians in the Pacific Northwest, Amy Bhatt

Community-Based Faculty Groups

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

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

LGBT Faculty/Staff Association: LGBT Faculty/Staff Association: Promotes and supports opportunities for Lesbian, Gay, Bisexual and Transgender faculty and staff at UMBC and reflects LGBT visibility and diversity to the wider community.

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

Provost’s Faculty Diversity Initiatives

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

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

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