

COME JOIN US



"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

Freeman A. Hrabowski, III, President, UMBC



FOR MORE INFORMATION:

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JOIN OUR COMMUNITY OF INQUIRING MINDS



Learn more about how you can be a part of our community at facultydiversity.umbc.edu

**FACULTY DIVERSITY AND
INCLUSIVE EXCELLENCE AT UMBC**

Building a Culture of Diversity, Equity, and Inclusive Excellence

Inclusive excellence is a hallmark of UMBC and a foundational value of our community. We take great pride in the diversity of experience, background, and thought represented by our campus community and the respectful ways in which our students, faculty, and staff engage the civic issues being debated in our country today.

Ground-breaking initiatives like the Meyerhoff Scholars Program, the NSF AGEP PROMISE Academy Alliance, and the NSF ADVANCE Institutional Transformation Grant have shown us how culture enables and sustains progress to our campus-wide work on diversity, equity, and inclusion at all levels, but particularly at the graduate and faculty level.

- Top universities worldwide for social and economic impact (*New Times Higher Ed*, 2020)
- 2019 - 2020 Fulbright Top Producing Institution (U.S. Department of State's Bureau of Educational and Cultural Affairs)
- #9 most innovative university and #11 top university for undergraduate teaching in the nation (*U.S. News & World Report 2021 Best Colleges*)
- Recognized as a "Holy Grail of Academia" for advancements in graduating more low-income and minority students in the sciences. (*Times Higher Education*, 2019)



Scholarship That Broadens Our Understanding of Diversity, Equity, and Inclusion

UMBC Faculty, across the disciplines, have dedicated their careers to research that explores every angle of diversity and inclusion and engage diverse communities in and around campus. From intersectional studies of dance, history, sexuality, and hair and body politics; to visual impairment among Internet users and ageism in consumer engagement; to health disparities and race/socioeconomics in the tech workforce, UMBC's faculty are using their voices as researchers to make these important topics a part of everyday conversation. In 2020, The Carnegie Foundation for the Advancement of Teaching honored UMBC with its distinguished Carnegie Community Engagement Classification acknowledging UMBC's deep commitment to community-engaged scholarship and strengthening the bonds between campus and community. Learn more about our faculty and their research at facultydiversity.umbc.edu/facultyresearch.



Community-Based Faculty Groups

We understand that in order to change behavior and culture across a campus, it's critical to forge a partnership between campus leadership and the faculty at the grassroots. That's why we've partnered together to support a range of faculty-led committees and associations, including:

- Asian and Asian American Faculty and Staff Council
- Black Faculty Committee
- College of Arts, Humanities, and Social Sciences Women's Faculty Network
- Latino/Hispanic Faculty Association
- LGBTQ Faculty/Staff Association
- WISE (Women in Science and Engineering)

Provost's Faculty Diversity, Equity, and Inclusion Initiatives

In addition to our community-based groups, the Provost's office, in partnership with the Executive Committee on the Recruitment, Retention, and Advancement of Underrepresented Minority Faculty and the ADVANCE Executive Committee, provides a variety of programs to support this work, including:

- Strategies and Tactics to Recruit to Improve Diversity and Excellence (STRIDE) Committee
- Postdoctoral Fellowship for Faculty Diversity
- Fellows Program for Faculty Diversity in the Arts
- Eminent Scholar Mentoring Program
- On-Ramps to Full Professor
- National Center for Faculty Development and Diversity Institutional Membership
- Department Chair/Program Director Development Program
- Higher Education Recruitment Consortium (HERC) Member

To learn more about these initiatives, visit facultydiversity.umbc.edu/diversity-initiatives.

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