Minding the Gap: Retaining & Sustaining the Academic Community
CUNY Faculty Diversity and Inclusion Conference 2019
March 29, 2019 • CUNY Graduate Center

CUNY

CALL FOR PROPOSALS
&
SUBMISSION GUIDELINES

Submissions Open	**Wednesday November 7, 2018**
Submission Deadline	**Monday January 7, 2019**
Notice of Acceptance	**Friday January 25, 2019**

The fourth biennial CUNY Faculty Diversity and Inclusion Conference, scheduled for March 29, 2019, will address a range of topics related to the University's efforts to recruit and retain faculty while fostering a diverse and inclusive community of scholars and learners. Building on past successes, the 2019 conference will offer thought-provoking sessions and promote sustainable cross-campus collaborations. The 2019 theme is **Minding the Gap: Retaining & Sustaining the Academic Community.**

The 2019 conference offers CUNY faculty the opportunity to present evidence-based research and emerging scholarship that will help frame constructive actions for change. Your lived experience demonstrates that fresh perspectives are developed through honest, objective and civil dialogue. By breaking down silos and building bridges, diversity in all its manifestations drives institutional success. Your effective strategies can help realize the dream of a University community where all voices are valued and all believe they belong, intellectually and socially.

Conference Objectives
- Offer solutions to support faculty recruitment, retention and development, including tenure and promotion.

- Share strategies to create a welcoming climate and healthy organizational culture.

- Discuss how the integration of diversity in the classroom and in policies and practices will benefit CUNY students and elevate CUNY as an institution.

- Present academic work, practice and scholarship to broaden the understanding and appreciation of the value and meanings of diversity, equity and inclusion at CUNY.

Concurrent Session Topics

We welcome proposals based on your research, teaching or practice that are designed to spark audience engagement and discussion, focused on but not limited to, the following areas:

Support for CUNY Faculty
- Sustainable methods of faculty development
  - Faculty mentoring
- Effective retention strategies
- The tenure & promotion process
  - Balancing teaching, scholarship & service
  - Integrating work & life commitments
- Bias in student evaluations

Role of Academic and Administrative Leaders
- The value of diverse leadership
- Active faculty recruitment
- Impact of administrators on faculty success
  - Provost, dean, department chair, personnel & budget committee
  - Chief Diversity Officers & faculty searches
- Can campus climate surveys create a more inclusive campus?

Diversity, Equity and Inclusion Topics
- The future of affirmative action
- Bullying
- Code switching, cultural taxation & racial battle fatigue
- Cultural appropriation
- Dynamics of diversity (inclusion, exclusion, assimilation, integration, pluralism)
- Gender balance in departments
- Generational divide: is there one?
- Historical trauma & mental health
- Identities – age, ableism, appearance, culture, ethnicity, gender identity & responsiveness, immigration status, nationality, politics, race, religion, sexuality(ies), socioeconomic status
- Implicit bias, imposter syndrome, microaggressions, stereotype threat
- Public education & social justice
- Race as a social construct; white is a color
- Systemic & structural inequities
- Variations on a theme: gender/ethnic/racial profiling (i.e., driving while black; worshipping while Jewish, speaking with an accent, etc.)

Classroom Inclusiveness, Student Engagement & Knowledge Creation
- o How diverse perspectives facilitate learning
- o Student activism & ethnic studies
    - ▪ 50 years of Black Studies at CUNY
    - ▪ Asian-American activists – Larry Itliong, Grace Lee Boggs, Yuri Kochiyama & Pauline Park
    - ▪ New generations of Latinix activists
- o Online learning, challenges & successes
- o Gender & racial bias in STEM disciplines
- o Liberal arts & democracy

Robust Cultural Competencies
- o Campus intergroup dialogues, intent & impact of language
- o Conflict resolution & mediation strategies
- o Cultural competence in healthcare
- o Free speech vs. hate speech
    - ▪ Methods to promote inclusive dialogue in the classroom
- o Popular culture & its influence
- o Social media, a bridge or barrier?
- o Strategies to improve the campus climate & build an engaged community
- o Trigger warnings: have we gone too far?

The following are concurrent sessions from the 2017 CUNY Faculty Diversity and Inclusion Conference and might be helpful as you consider your presentation for the 2019 conference:

1. A Conversation with Male Faculty of Color
2. Diversity and Uniqueness in Engineering Pedagogy and Its Consequences
3. How Do Languages Contribute to Cultural Competency in a Global World Understood as Anglophone?
4. Cultural Competencies in Teacher Education
5. Italian Americans and Puerto Ricans at CUNY
6. Responding to Microaggressions in the College Classroom: Capitalizing on Teachable Moments to Foster Equity and Inclusion
7. Diversifying the Survey: Centering Multiple Histories in an American History Course
8. The Craft of Political & Educational Inclusion: Methods of Africana & Puerto Rican/Latino Studies
9. Perspectives & Practices of Ed School Faculty of Color
10. Equity for Asian Americans – Faculty in the Workplace & Students in the Academy
11. Faculty Mentorship as Intersectionality in Action
12. Facilitating Intercultural Competence: Diverse Communication Styles and Student Learning
13. Incorporating a Structural Racism Perspective to Our Roles as Educational Gatekeepers
14. Developing a Meaningful Credential for CUNY Students with Intellectual Disabilities (TPSID): The Way Forward

15. Generative Junctures: Intersectionality Praxis and Critical Community-Engaged Research
16. Beyond the Basics: A Counter-Deficit Education Curriculum for Foreign-Credentialed Professionals
17. Demystifying the Road to Tenure and Promotion: Interdisciplinary Case Studies from Women in the Trenches
18. 'Fight the Power': Using Critical Race Theory to Subvert White Supremacy
19. Preparing Students to Address Issues of Race and Privilege after Graduation
20. Classroom Management Practices and Social Justice in Education: The Perspective of Women Faculty of Color
21. Challenging the Intersection of Ageism and Heterosexism in the Classroom: Pedagogical Strategies
22. Digital Media Literacy for Inclusion, Sartre Included
23. AcaDames: Diverse Female Junior Faculty Living and Working Towards Tenure
24. Teaching about Islam in the Age of Adversity
25. Integrating Asian American Studies into the Community College Classroom
26. When Every Class is a Teach-in: Challenges, Opportunities, Pedagogies & Multicultural Competencies
27. How Making Art Creates Diversity

Submission Guidelines

Note that all sessions will be 75 minutes long. You are welcome to submit a proposal for a briefer session (e.g, 15 -25 minutes), but if accepted, the review committee will combine your work with another(s) with a comparable theme. Please note that we discourage reading your work during the conference as a more interactive approach is preferred.

Only submissions that include all of the following items will be considered:
- Title of presentation (*88 characters limit*)
- Format of presentation
    - Workshop with 2-4 presenters
    - Panel with 2-4 presenters
- Abstract of presentation (*150 word limit*)
- Complete contact information for presenter(s)
- Audiovisual equipment requirements
- Biographic sketch of each presenter (*50 word limit per presenter*)
- Detailed description of presentation (*750 word limit*)

Please email your submission to FDIC@cuny.edu You will receive an email acknowledgement of its receipt.

For questions, please email Maryann McKenzie at **maryann.mckenzie@cuny.edu**