Future Professors Institute

Advancing Diversity in the Academy

June 28, 2016

Welcome

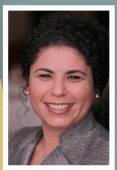
It is our great pleasure to welcome you to the inaugural Future Professors Institute at Cornell University. We began planning this event nearly a year ago, with a primary audience in mind of Cornell University students and postdocs who identify as students of color, first-generation college students, or who are diversity fellowship recipients. Our goal was to engage participants in key discussions on diversity and inclusion in academia, under the leadership of faculty and staff members whose careers reflect their experiences with this important topic.

We have been gratified by the positive response to this event from our invited speakers and panelists, who eagerly agreed to join us from their home institutions as far away as Saint Paul, Minnesota and Clemson, South Carolina. Even more amazing was the response from interested participants, filling the registration to capacity within 72 hours. We can tell we are truly meeting a need for Cornell events that directly address all aspects of the academic job search.

Going forward, we hope to run this institute every few years, to continue to offer engagement opportunities to new cohorts of aspiring leaders. We thank you for helping to make this event a chance for us all to learn from one another and seek inspiration for the next phase of our careers!

Sincerely,

Event Organizers



Sara Xayarath Hernandez
Associate Dean for Inclusion and Student Engagement, Cornell University Graduate School

Colleen McLinn
Director of the Center for the Integration of Research, Teaching, and Learning (CU-CIRTL)

Christine Holmes
Director of Postdoctoral Studies, Cornell University

Agenda

8:30am - 9am	**Registration & Continental Breakfast**
9am - 9:50am	**Opening Plenary: Finding Your Way and Your Place in the Academic Ranks** [RM 146] **- Michael G. Spencer**, Professor of Electrical and Computer Engineering, Cornell University
10am- 11:15am	**Panel: Exploring Your Institutional Fit** [RM 146]
11:25am - 12:25pm	**Concurrent Workshops I: Understanding What the Search Committee is Looking For** · Humanities & Social Sciences Panel [RM 146] · STEM Fields Panel [RM 148]
12:35pm - 2:05pm	**Keynote Luncheon: Developing as a Leader and Managing Service Commitments** [RM 148] **- Christine Ortiz,** Dean of the Graduate School, Massachusetts Institute of Technology
2:15pm - 3:15pm	**Concurrent Workshops II** · Humanities & Social Sciences Session: Establishing Your Research Agenda as a new Professor [RM 148] · STEM Fields Session: Shake Hands, Kiss Babies and Ask for Money: A primer on academic survival skills [RM 146]
3:20pm - 4:20pm	**How and What to Negotiate for your First Faculty Position** [RM 146] **- Christine Holmes,** Director of Postdoctoral Studies, Cornell University
4:25pm - 5pm	**Closing Plenary: Remaining True to Your Voice & Scholarship** [RM 146] **- Eduardo Peñalver,** Dean of the Cornell Law School
5pm - 5:30pm	**Dessert and Wine Reception**

Featured Speakers

Christine Ortiz, Cornell Ph.D. Alumna and Dean of the Graduate School, MIT

Keynote: *Developing as a Leader and Managing Service Commitments*

Christine Ortiz obtained her Ph.D. from Cornell University in the field of materials science and engineering, with a minor in theoretical and applied mechanics. During graduate school, Dr. Ortiz carried out collaborative research each summer at the University of Cambridge, Cavendish (physics) Laboratory in the UK. After graduation, she was granted an NSF-NATO postdoctoral fellowship, which she used to carry out research in the Department of Polymer Chemistry, University of Groningen, in the Netherlands. Dr. Ortiz has over 175 scientific publications in more than 20 academic journals, has given more than 130 invited research lectures, and has supervised more than 80 students from 10 different academic disciplines. She has received over 30 national and international honors, including the Sigma Xi Distinguished Lecturer Award, National Security Science and Engineering Faculty Fellowship; she was a Lady Davis Fellow and visiting professor at the Hebrew University of Jerusalem in Israel, where she received the Hadassah Appreciation Medal; the MIT Martin Luther King Jr. Leadership Award; and the National Science Foundation Presidential Early Career Award for Scientists and Engineers, which was presented to her by President George W. Bush at the White House. She is also a fellow of the Defense Science Study Group. Dr. Ortiz is the founding and current faculty director of the MIT International Science and Technology Initiatives (MISTI) – Israel program. She has served on over 50 departmental and Institute committees and working groups and in her current role as Dean for Graduate Education leads areas which include fellowships, educational innovation, graduate admissions administration, diversity initiatives, policies and procedures, and Institute-wide data analysis.

Michael G. Spencer, Professor of Electrical and Computer Engineering, Cornell University

Opening Plenary: *Finding Your Way and Your Place in the Academic Ranks*

Michael G. Spencer received his B.S., M.Eng., and Ph.D. degrees from Cornell University. He does research in growth of compound semiconductors, and graphene, microwave devices, power conversion devices and solar cells. His particular interest is correlation of device performance with material fabrication. He has authored over 130 publications and coauthored five U.S. patents. Dr. Spencer is a co-founder of Wide tronix. Dr. Spencer is a co-founder of Widetronix; was co-organizer of International Conference on SiC and Related Materials (ISCRM); is a member of the Army Research Laboratory Technical Assessment Board (administered by The National Academies); and received the Presidential Young Investigator Award in 1985.

Eduardo M. Peñalver, Allan R. Tessler Dean and Professor of Law, Cornell University

Closing Plenary: *Remaining True to Your Voice and Scholarship*

Eduardo M. Peñalver received his B.A. from Cornell University and his law degree from Yale Law School. Between college and law school, he studied philosophy and theology as a Rhodes Scholar at Oriel College, Oxford. Upon completing law school, Dean Peñalver clerked for Judge Guido Calabresi of the United States Court of Appeals for the Second Circuit, and at the Supreme Court for Justice John Paul Stevens. Dean Peñalver's scholarship focuses on property and land use, as well as law and religion. His work explores the way in which the law mediates the interests of individuals and communities. His writing on property has appeared in numerous leading law journals. His book, *Property Outlaws* (co-authored with Sonia Katyal), published by Yale University Press in February 2010, explores the vital role of disobedience within the evolution of property law. His most recent book, *An Introduction to Property Theory* (co-authored with Gregory Alexander), was published by Cambridge University Press in 2011.

Workshops

Panel: Exploring Your Institutional Fit [RM 146]

- **Naminata Diabate**, *Assistant Professor of Comparative Literature, Cornell University*
- **Marcos Esterman**, *Associate Professor of Industrial & System Engineering, Rochester Institute of Technology*
- **Katherine Hicks**, *Assistant Professor of Chemistry, SUNY Cortland*
- **Alicia Muñoz**, *Associate Professor of Latino, Gender, and Border Studies, Macalester College*
- **Ken Robinson**, *Associate Professor of Sociology & Anthropology, Clemson University*

Concurent Workshop I: Understanding What the Search Committee is Looking For

Humanities and Social Sciences Panel [RM 146]

- **Fouad Makki,** *Associate Professor of Development Sociology, Cornell University*
- **Kim Weeden,** *Chair and Professor of Sociology, Cornell University*
- **Linda Robertson**, *Professor of Media & Society, Hobart and William Smith Colleges*

STEM Fields Panel [RM 148]

- **Lynden Archer,** *Professor and Director of Chemical & Biomolecular Engineering, Cornell University*
- **Avery August,** *Professor and Chair of Microbiology & Immunology, Cornell University*
- **Melissa A. Hines,** *Professor of Chemistry and Director of the Cornell Center for Materials Research, Cornell University*

Concurrent Workshop II

Humanities and Social Sciences Panel: Establishing Your Research Agenda as a New Professor [RM 148]

- **Julia Chang,** *Assistant Professor of Romance Studies, Cornell University*
- **Sergio Garcia-Rios,** *Assistant Professor of Government & Latino Studies, Cornell University*
- **Anna Haskins,** *Assistant Professor of Sociology, Cornell University*

STEM Fields Workshop: Shake Hands, Kiss Babies and Ask for Money: A primer on academic survival skills, with Héctor Abruña [RM 146]

How and What to Negotiate for your First Faculty Position, with Christine Holmes [RM 146]

Panelists & Presenters

Héctor Abruña | *Professor of Chemistry and Chemical Biology, Cornell University* | Héctor Abruña completed his graduate studies at the University of North Carolina at Chapel Hill and was a postdoctoral research associate at the University of Texas at Austin. Prof. Abruña has been the recipient of numerous awards including a Presidential Young Investigator Award, Sloan Fellowship, J. S. Guggenheim Fellowship and J. W. Fulbright Senior Fellow. Prof. Abruña is the co-author of over 430 publications and has given over 575 invited lectures world-wide. Out of the 50 students that, to date, have obtained a Ph.D. under his direction, 14 have gone on to faculty positions.

Lynden Archer | *Professor and Director of Chemical & Biomolecular Engineering, Cornell University* | Lynden Archer joined the Cornell faculty in 2000. He was appointed director of Chemical & Biomolecular Engineering in 2010. Since 2008 he has served as co-director of the KAUST-Cornell Center for Energy and Sustainability. His research focuses on transport properties of polymers and organic-inorganic hybrid materials. He is a fellow of the American Physical Society and has been recognized with several awards, including the AICHE MAC Centennial Engineer Award, James & Mary Tien Excellence in Teaching Award, the National Science Foundation Early Career Award, and DuPont & 3M Young Professor Awards. He earned a B.S. in chemical engineering from the University of Southern California and a Ph.D. in chemical engineering from Stanford University.

Avery August | *Professor and Chair of Microbiology & Immunology, Cornell University* | Avery August received a B.S. in Medical Technology from California State University at Los Angeles, a Ph.D. in Immunology from Cornell University's Weill Graduate School of Medical Sciences and postdoctoral training at the Rockefeller University. After a brief stint in industry at the R.W. Johnson Pharmaceutical research Institute as a Scientist in Drug Discovery, he moved to The Pennsylvania State University as an Assistant Professor of Immunology in the Department of Veterinary and Biomedical Sciences where he rose through the ranks to attain tenure and become Distinguished Professor of Immunology, and Director of the Center for Molecular Immunology and Infectious Disease. He performs research on the molecular basis for inflammation and T cell responses, with emphasis on animal models of respiratory disease.

Julia Chang | *Assistant Professor, Romance Studies, Cornell University* | Julia H. Chang is Assistant Professor of Spanish in the Department of Romance Studies. She is also a member of the core faculty in Feminist, Gender, and Sexuality Studies. Her research fields include nineteenth-century Spanish literature and culture with a special focus on the realist novel, gender and sexuality studies, medical hygiene, and transpacific studies. She holds a Ph.D. in Hispanic Language and Literatures from University of California, Berkeley. Before coming to Cornell, Dr. Chang was on the faculty at Brown University, where she taught courses on Spanish literature, gender studies, and feminism.

Naminata Diabate | *Assistant Professor, Comparative Literature, Cornell University* | A scholar of sexuality, race, biopolitics, and postcoloniality, Naminata's Diabate's research primarily explores African, African American, Caribbean, and Afro-Hispanic literatures, cultures, and film. Her recent writing has appeared in journals and collections of essays such as *The Journal of the African Literature Association; Research in African Literatures, The Ethnic and Third World Literatures Review of Books, Fieldwork in the Humanities, Development, Modernism and Modernity in Africa; Oral and Written Expressions of African Cultures.* Currently, she is working on two book manuscripts: "Naked Agency: Genital Cursing, Biopolitics, and Africa," and "Same-Sex Sexuality and Mediality in Africa and Its Diaspora."

Marcos Esterman | *Associate Professor of Industrial and Systems Engineering, Rochester Institute of Technology* | Marcos Esterman's teaching interests are in product and process development, and systems engineering. His research focuses on the Integration of Lean Principles into Systems Engineering, the Integration of Systems Engineering Principles into Life Cycle Assessment and Electrophotographic-based Additive Manufacturing. He serves as the Faculty Associate to the Provost for AALANA Faculty, where he is focused on faculty retention. Marcos is the current VP of Programs on the Executive Committee of the National GEM Consortium. GEM is a national non-profit providing programming and full fellowships to support increasing untapped domestic human capital at the graduate level in STEM fields.

Sergio Garcia-Rios | *Assistant Professor, Government & Latino Studies, Cornell University* | Sergio Garcia-Rios's research focuses on Latino politics, race and ethnicity, and immigration. In particular, his research investigates the formation and transformation of Latino identities as well as the political implications of these transformations. He also studies voter turnout, political participation and public opinion, especially among Latino immigrants. Sergio received his Ph.D. and M.A. from the University of Washington. He received an M.A. in Political Science and B.A. in Economics and Philosophy from the University of Texas at El Paso.

Anna Haskins | *Assistant Professor, Sociology, Cornell University* | Anna Haskins' scholarly interests are in the areas of educational inequality, social stratification, race and ethnicity, and the intergenerational social consequences of mass incarceration. Her current research assessing the effects of paternal incarceration on children's educational outcomes and engagement in schooling has been published in *Sociological Science*, *Sociology of Education*, and *Social Science Research* in addition to being featured on Vox.com and in *The Washington Post*. Overall, her work aims to focus an eye toward understanding the persistence of racial and gendered disparities in outcomes and the role these inequities play in the transmission of inequality or opportunity from one generation to the next. Through a layered examination of multiple dimensions of social stratification, her work studies how processes and institutions mitigate or exacerbate social inequities and works to document their potential consequences for American families and communities.

Katherine Hicks | *Assistant Professor, Chemistry, SUNY Cortland* | Dr. Katherine Hicks received her Bachelor of Science from Bucknell University in Biochemistry/Cell Biology. She completed her graduate work in the laboratory of Professor Carol Fierke at the University of Michigan in mechanistic enzymology. She performed postdoctoral studies in protein crystallography in the laboratory of Professor Steven Ealick at Cornell University. She joined the Chemistry faculty at SUNY Cortland in 2013.

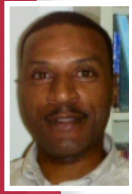
Melissa A. Hines | *Professor of Chemistry and Director of the Cornell Center for Materials Research, Cornell University* | Melissa A. Hines earned an S.B. in chemistry from M.I.T. in 1984 and a Ph.D. in chemistry from Stanford in 1992. After two years of postdoctoral research at AT&T Bell Laboratories, she joined the Cornell faculty in 1994. Her research interests include chemical reactions at surfaces, nanoscale surface morphology and reactivity, and the mechanical properties of nanoscale materials. Of her many awards, she is most proud of having been named a Weiss Presidential Fellow in recognition of her contributions to and excellence in undergraduate education.

Christine Holmes | *Director of Postdoctoral Studies, Cornell University* | Christine Holmes has worked at Cornell for over 20 years, and became the first director of the Office of Postdoctoral Studies in 1995. In that capacity, she monitors the status and needs of the campus postdoctoral community; serves as an advocate for postdoctoral issues to the Graduate School and Cornell's administration; provides career counseling for all postdocs; and organizes workshops, seminars, and social activities for postdocs. She received her B.S. in Management from Nazareth College and her M.B.A. from St. John Fisher College.

Fouad Makki | *Associate Professor, Development Sociology, Cornell University* | As an undergraduate at Cornell, Fouad Makki was particularly interested in comparative history and social theory, and his doctoral research at Binghamton was concerned with nation-state formation in Northeast Africa. He joined the department of Development Sociology in 2006, where he teaches courses on international development and social theory. His major research interest is post-colonial development with a primary focus on Africa.

Alicia Muñoz | *Associate Professor of Hispanic and Latin American Studies and Associate Dean of the Institute for Global Citizenship, Macalester College* | Dr. Alicia Muñoz received her Ph.D. in Romance Studies from Cornell University. Her research and teaching interests include contemporary Latin American narrative, popular culture, gender studies, border studies, and U.S. Latino/a literature. More specifically, she conducts research on representations of women's violence, articulations of urban space, and women's participation in drug trafficking. She has published articles in refereed journals such as *Arizona Journal of Hispanic Cultural Studies*, *MELUS*, *Chasqui*, and *Journal of Latin American Cultural Studies*.

Linda Robertson | *Professor of Media and Society, Hobart and William Smith Colleges* | Linda Robertson received her B.A., M.A., and Ph.D. from the University of Oregon. One of her areas of study is how war propaganda shapes cultural understanding of warfare. She is the author of the book *The Dream of Civilized Warfare: World War I Flying Aces and the American Imagination*. In 2012, she received a research fellowship from Oxford University to explore the influence of Virgil's classic *Aeneid* on the cultural understanding of warfare in Great Britain. Her other scholarly interests include the rhetoric of economics, feminist issues and politics. She has published scholarly articles on the news coverage of the human catastrophe in New Orleans following Hurricane Katrina and on the representation of warfare in film. In 2016, she released a feature-length documentary, "Daughters of the New Republic: Harriet Tubman and Sarah Bradford."



Ken Robinson | *Associate Professor of Sociology & Anthropology, Clemson University* | Ken Robinson's research and outreach interests include rural sociology, entrepreneurship, health disparities, and sustainable development. He teaches courses in Community Sociology, Human Ecology, Social Impact Analysis, and a "creative inquiry" research course on Locally Grown Foods. Prior to returning to Clemson in 2005, Ken Robinson was a postdoctoral research associate at Cornell University, where he received his Ph.D. in Development Sociology. While at Cornell, Ken Robinson was awarded a Fulbright Fellowship. Robinson is also a graduate of the LBJ School of Public Affairs at the University of Texas at Austin, where he was a student of the late Texas Congresswoman Barbara Jordan. Ken Robinson is a faculty affiliate with the Center for Research on Health Disparities at Clemson University, and is a member of the Pickens County (SC) Education Foundation, Clemson Area League of Women Voters, and serves as co-president of the Cornell Alumni Association Blue Ridge Mountains.

Kim Weeden | *Professor and Chair of Sociology, Director of the Center for the Study of Inequality, Cornell University* | Kim Weeden studies inequality in advanced industrial societies and how it is changing over time. Her current projects examine rising income inequality, the effect of occupational "closure" (e.g., licensing, etc.) on wages, occupational plans and their impact on young men and women's educational decisions, trends in the gender gap in earnings, and gender segregation in higher education. Areas of interest include social inequality and poverty, labor markets, gender inequality, work and occupations.

Upcoming Events

ACADEMIC JOB SEARCH SERIES

Academic Job Search Series - Interested in learning more about the Academic Job Search process, and the materials you will need to gather for an application? Come to our Wednesday brown bag lunch events to learn more through presentations and activities. To RSVP, visit: gradschool.cornell.edu/academic-series.

Next Session: The Application Process for an Academic Job
Presenters: Christine Holmes and Colleen McLinn
Where: 102 Mann Library
When: Wednesday, July 13, 2016, 12-1:30pm
Future Dates: July 20, July 27, August 3

Job Search Discussion Group - This year, we are once again gathering a supportive community of peers where you can discuss your experience on the academic job market. Bring questions, problems, and things you've always wondered about to monthly Tuesday lunch discussions. Catered lunch will be provided. Fall 2016 dates: September 27, November 1, December 6.

Sponsors

The Graduate School Office of Inclusion and Student Engagement (OISE)

Cornell University Center for the Integration of Research, Teaching, and Learning (CU-CIRTL)

The Office of Postdoctoral Studies

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