

THE 2017 RHETAUGH G. DUMAS Progress in Diversifying Award

The Academic Women's Caucus - The University of Michigan

The Academic Women's Caucus invites nominations for the Rhetaugh G. Dumas Progress in Diversifying Award to recognize outstanding institutional initiative in demonstrating notable progress by academic units in achieving concurrent ethnic/racial and gender diversity in the faculty.

Rhetaugh Dumas was an esteemed leader with vision, insight, and wise counsel who had a major impact in the advancement of nursing, health care, and academic programs at U-M. Vice Provost Dumas was only the second African-American to hold the position of a Dean at the University of Michigan when she was appointed in 1981, and the first African-American woman to be named a Dean. She was reappointed Dean of Nursing in 1986 and 1991 to second and third terms. Prior to that appointment, she was the first woman and first nurse to serve as a deputy director of the National Institute of Mental Health. Dumas was Deputy Director, Alcohol, Drug Abuse, and Mental Health Administration (1979-1981) and before that Chief, Psychiatric Nursing Education Branch of the Division of Manpower and Training Programs (1972-1976). She was also a founding member, a Charter Fellow, and a former president of the American Academy of Nursing. Dumas served the University of Michigan for over 20 years with vision and a commitment to excellence.

The rationale for the Rhetaugh G. Dumas Award is that achievement of a diverse faculty requires an institutional commitment to change that transcends the impact of individual actors. The full professor rank represents the zenith of faculty career ranks. Having concurrent ethnic/racial and gender diversity in the faculty holding the rank of full and associate professors, tenured and non-tenured, provides an emblematic statement about the institutional commitment of that unit to implementing a climate of inclusion. Thus, we seek nominations of units that have demonstrated the vision, commitment and dedication to achieve a truly diverse faculty.

To nominate an academic unit, please complete the application form in the format described below. **We accept academic units' self-nominations only.**

The self-nomination form consists of two parts:

- A simple chart, enumerating the number of full and associate professors, tenured and untenured faculty by diversity group in the academic unit for the academic year 2015-2016 and 2016-2017
- A brief narrative statement no longer than 1,000 words indicating "best practices" developed and implemented over the last 5 years to promote diversity, successful recruitment, retention and promotion strategies, faculty development and mentoring practices. Please specify how progress in concurrent ethnic/racial and gender diversifying serves to enhance the mission of your academic unit.

AWARD CRITERIA

Selection for the Rhetaugh G. Dumas award will be based on the University of Michigan academic unit's progress in establishing and maintaining a concurrent ethnic/racial and gender diversity at the full professor and associate professor rank, tenured and non-tenured, evidence of concurrent ethnic/racial and gender diversifying in junior ranks, and availability of academic unit head to attend the **Award Ceremony February 8, 2017.**

Submit a pdf version of the completed nomination form **on or before November 30, 2016** to: Professor Patricia Coleman Burns at pcb@med.umich.edu.