



We will use the chat box to take questions (and for you to participate in discussions).

If you change your display name, you can remain anonymous.

Office of Academic Affairs

Margie Ferguson, Senior Associate Vice Chancellor for Academic Affairs

Gina Sanchez Gibau, Associate Vice Chancellor for Faculty Diversity & Inclusion

Rachel Applegate, Assistant Vice Chancellor for Faculty Affairs

Promotion for Women December 4, 2020

Agenda

- Welcome & Introductions
- Women Faculty at IUPUI
- Navigating Academia
- Idea Round-Up (Chat)
- Panel Discussion
- Questions and Answers
- Upcoming events
- Adjourn



Women Faculty at IUPUI

Nationally...

- Women comprised nearly half (49.7%) of tenure-track positions in 2018, but fewer were tenured (39.3%)
 - fewer are full professors
 - in non-tenure track positions more than men
 - “baby penalty”
 - Men w/ young children, 35% more likely to secure a tenure-track position
 - Women w/o young children, 33% more likely
 - Exacerbated by the pandemic
- Women of color remain severely underrepresented among tenured ranks
 - Black women: 2.3%
 - Latinas: 3.1%
 - Asian women: 3.5%
- Women in leadership
 - 2016: increase in presidents (30%); racial diversity (17%)

Catalyst, Women in Academia, <http://www.catalyst.org/knowledge/women-academia>

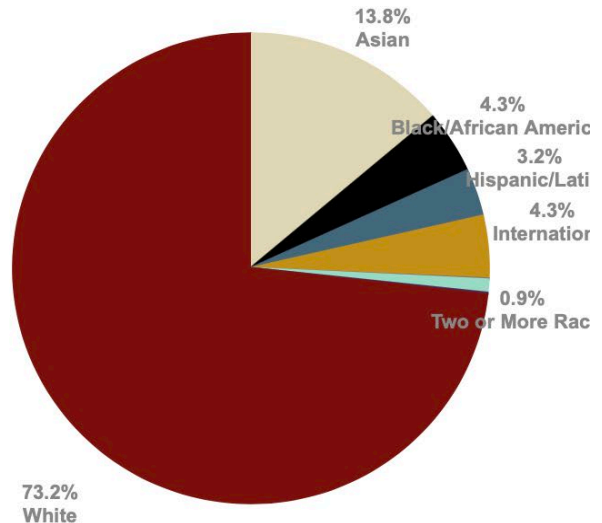
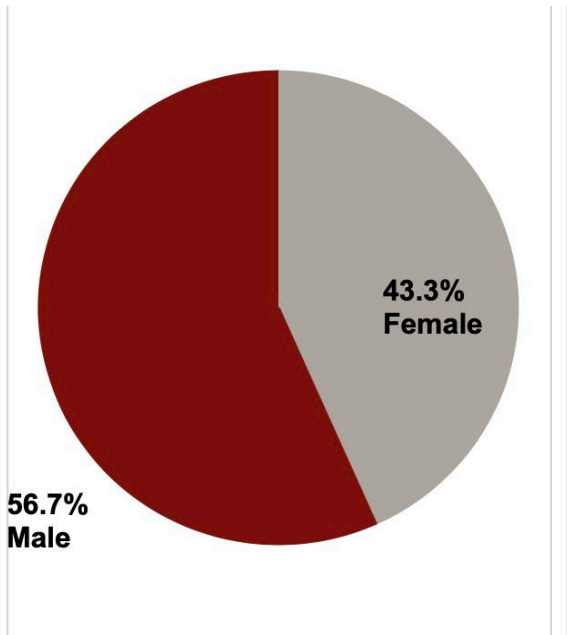
National Center for Education Statistics, [IPEDS Data Center](https://nces.ed/ipeds/datacenter/), “Table 315.20. Full-time faculty in degree-granting postsecondary institutions, by race/ethnicity, sex, and academic rank: Fall 2015, fall 2017, and fall 2018”

Academia’s ‘Baby Penalty,’ <https://www.usnews.com/opinion/knowledge-bank/articles/2016-02-11/academia-must-correct-systemic-discrimination-and-bias-against-mothers>

“The ‘baby penalty’ was not born with the coronavirus,” <https://www.timeshighereducation.com/blog/baby-penalty-was-not-born-coronavirus#>

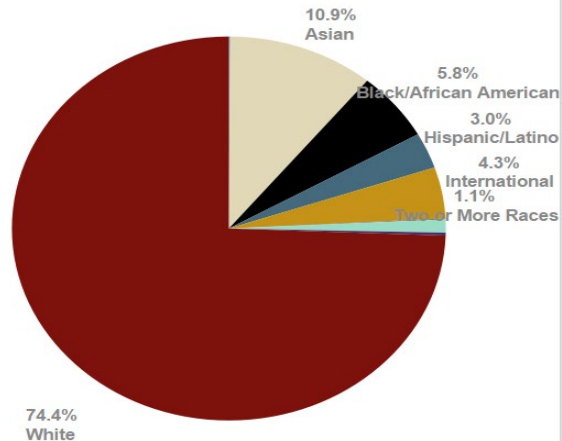


...and at IUPUI? *TT, Clin and Lecturer full time*



2019: Fall 2020 data not yet ready ('census' is Oct. 1)

...and at IUPUI? *By race and gender*



IUPUI Office of Academic Affairs, Diversity, [Faculty Data](#) (IRDS)



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...and at IUPUI

Tenure track all:

64% male 36% female

Clinical non-IUSM

29% male 71% female

Clinical IUSM

57% male 43% female

Lecturer all

52% male 48% female

Visiting (all types, all schools)

40% male 60% female

Assistant level all:

51% male 49% female

Associate level all:

59% male 41% female

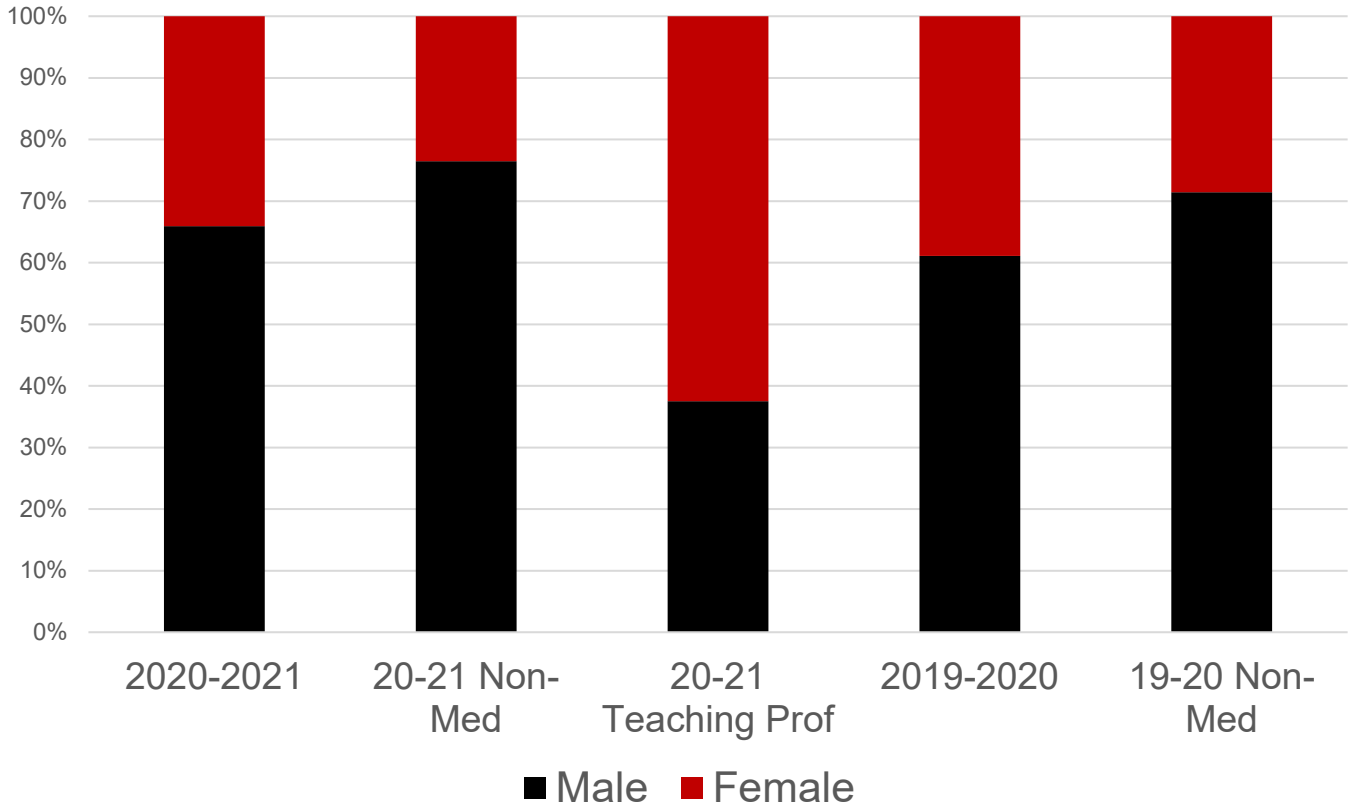
Full level all:

74% male 26% female

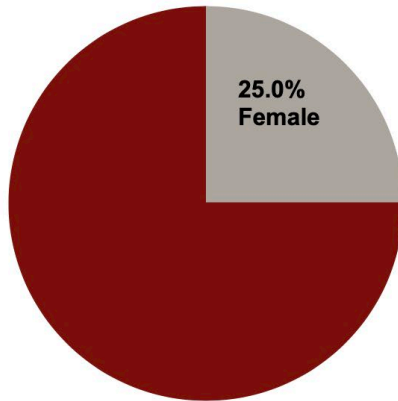
IRDS, [FT Tenure Related Faculty & Librarians Compared to FT Non-Tenure Related Faculty & Librarians](#)



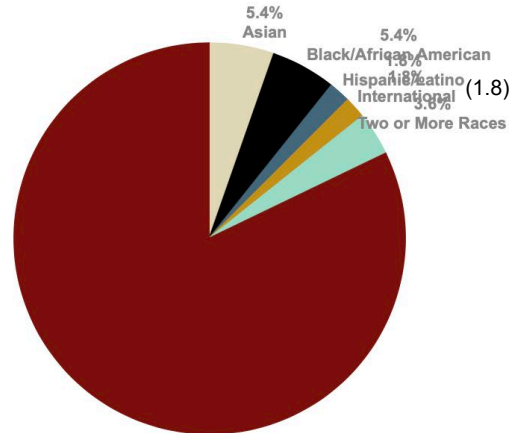
Candidates for Full Rank (all types)



...and at IUPUI? 2014 *Executive Administration*



**75.0%
Male**



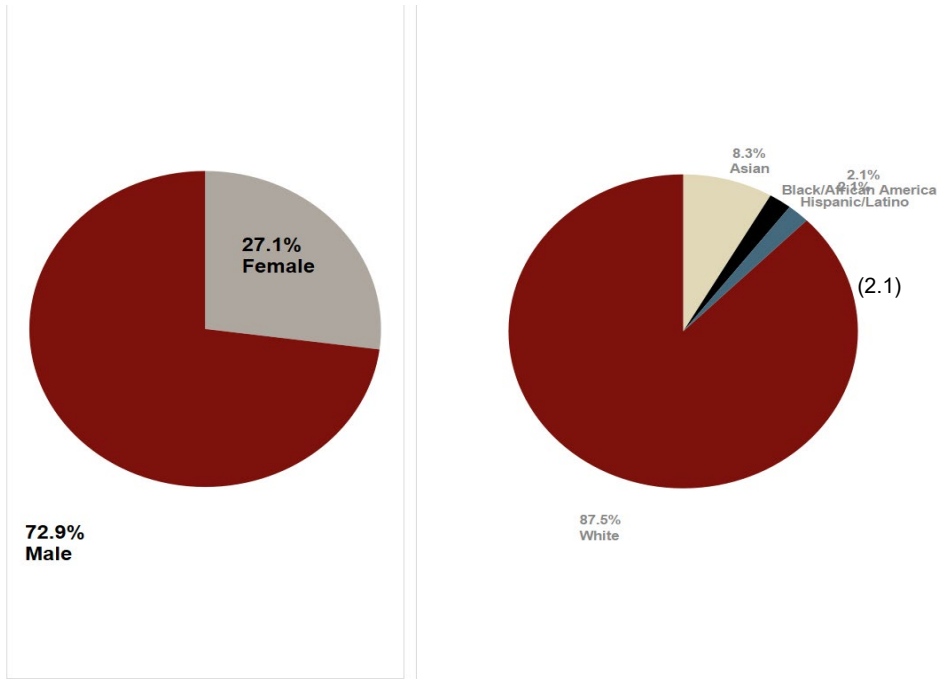
**82.1%
White**

IUPUI Office of Academic Affairs, Diversity, [Faculty Data](#) (IRDS)



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...and at IUPUI? 2019 Executive Administration



IUPUI Office of Academic Affairs, Diversity, [Faculty Data](#) (IRDS)



...and at IUPUI?

- Women of color remain severely underrepresented among tenured ranks (2019; tenured and tenure-track faculty and librarians)
 - Black women: 2.3% (5.2%)
 - Latinas: 2.4% (4.8%)
 - Asian women: 3.0% (14.8%)

For more information:

[Diversity Faculty Data](#)

[General Faculty Data](#)

IUPUI Office of Academic Affairs, Diversity, [Faculty Data](#) (IRDS)



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Navigating Academia

5 Recommendations

Say Yes Carefully; Say No Artfully

- Yes
 - Build an adequate service portfolio
 - But do so carefully and with an eye toward your own interests
- No
 - Be strategic with your time
 - Consider creating a “no committee”

*Effective communication is key



Establish a Support System

- Mentorship is critical
 - Culturally aware mentorship: intersectionality
 - Choose wisely
 - Getting what you need means being explicit
 - Self-mentoring (individualized plan should guide your mentoring relationship)
- Developmental network
 - External mentors (dept., conferences, alliances)
 - Cohort work groups (boot camps, writing groups)

* Support is key to retention, advancement, professional/ personal growth



Create an Academic Persona

- Self/identity
 - Early conversations with chair (re: scholarship)
 - Defining area of excellence
- Cohesive body of work
 - Finding collaborators, choosing them carefully
 - Establishing independence
- Challenges
 - Seek advice and ask questions (even from administrators)
 - Be aware of barriers (e.g., structural, human, etc.)



Keep Learning: Pursue Professional Development

- Leadership development and personal growth
- Pursue opportunities (prioritizing strengths)
- Take on “stretch” assignments, committee work, etc.
- Knowledge is power: Learn the internal workings of your institution



Be Mindful of the Work-Life Continuum

- Maintain a life outside of work
- Know your purpose
- Prioritize self-care (wellness)
- “I’m not your superwoman”
 - Thriving, not just surviving
- Be clear about what success means for you



Idea Round-Up: The Chat Version

We are NOT recording this session

I will put a summary from the chat session in the posted ppt

Process:

--First, let's look at ALL the prompts

--One by one:

 Read the prompt

 Type your thoughts (*write, don't read*)

 We will summarize orally

Prompts:

1. What are the challenges and/or obstacles you are encountering that have interfered with the progress toward promotion?
 - What do you think are the primary factors holding you back or giving you pause?
 - *It's important for OAA to know your issues*
 - *It's important for all of us not to feel alone*
2. What is an example of something that has helped or supported you?
3. What programming, support and/or activities could help you feel more supported? Are there other concrete ideas/suggestions that would be helpful?



First sharing point:

What are the challenges and/or obstacles you are encountering that have interfered with the progress toward promotion?

TYPE into the chat box!

One more minute!



Second sharing point:

What is an example of something that has helped or supported you?

TYPE into the chat box!

One more minute!



Third sharing point:

What programming, support and/or activities could help you feel more supported? Are there other concrete ideas/suggestions that would be helpful?

TYPE into the chat box!

One more minute!



Discussion Summary

Panel Discussion

Panelists: December 4, 2020

Debora Herold

Professor of English
Associate Dean of Student Affairs, SLA



Jane Williams

Associate Professor of Psychology
Associate Dean for Academic Affairs and
Strategic Initiatives, School of Science



Susan Walsh

Professor of Education
Interim Dean, School of Education



Josette Jones

Associate Professor, Biohealth Informatics
School of Informatics and Computing



Questions and answers...



JOIN US!

Upcoming Programs

Dossier Preparation Dec. 10

Promotion on Teaching for Clinical Jan. 27

Excellence in Research for TT Feb. 2, March 2

Excellence in Teaching for TT Feb. 19

P&T consultations:

Rachel Applegate
rapplega@iupui.edu

Gina Gibau
gsanchez@iupui.edu



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