

This session is in-person only, and is not being recorded.



Office of Academic Affairs

Margie Ferguson, Senior Associate Vice Chancellor for Academic Affairs

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

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Promotion for Women October 15, 2021

Agenda

- Welcome & Introductions
- Women Faculty at IUPUI
- Navigating Academia
- 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: 2.6%
 - 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>

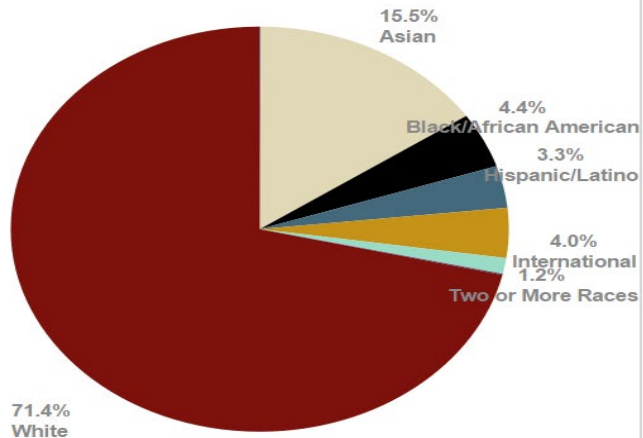
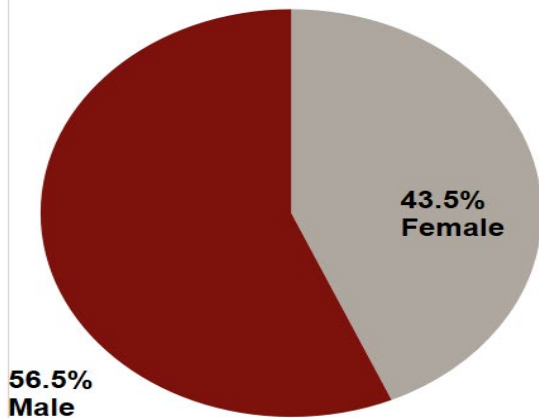
National Center for Education Statistics, [IPEDS Data Center](https://nces.ed/ipeds/datacenter/), “Table 315.20. Full-time faculty in degree-granting postsecondary institutions, by race/ethnicity, sex, and academic rank: Fall 2015, fall 2017, and fall 2018”

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#>



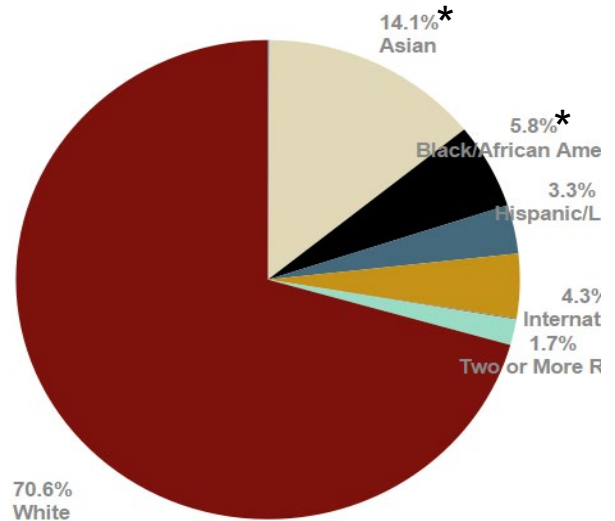
...and at IUPUI? *TT, Clin and Lecturer full time*



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



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



...and at IUPUI

Approximately 1-2% increase in male percentage
compared to last year

Except for visiting: female visiting percentage increased
from 60 to 66%

Tenure track all:

65% male 35% female

Clinical non-IUSM

31% male 69% female

Clinical IUSM

58% male 42% female

Lecturer non-IUSM

55% male 45% female

Visiting (all types, non-IUSM)

34% male 66% female

Tenure track by rank:

Assistant level:

56% male 44% female

Associate level:

60% male 40% female

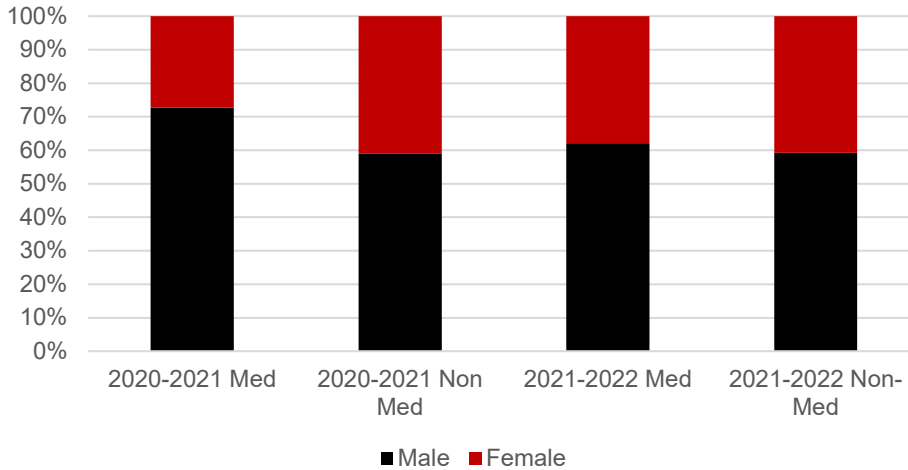
Full level:

76% male 24% female

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



Percent of Candidates for Full Rank



Technical note about “Executive Administration”

Prior to 2021, a number of **associate deans** were incorrectly classified as ‘faculty’ rather than as ‘associate deans.’

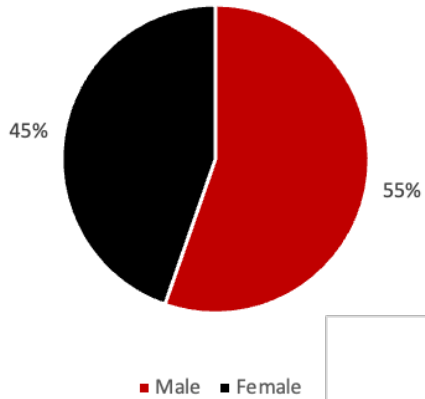
Directors and chairs are counted as ‘faculty’ who have an extra role; associate deans and above are counted as ‘administrators’ who also have a faculty identity.

These were re-classified early in 2021 so the total number of academic ‘executive management’ people went from **58** to **103**

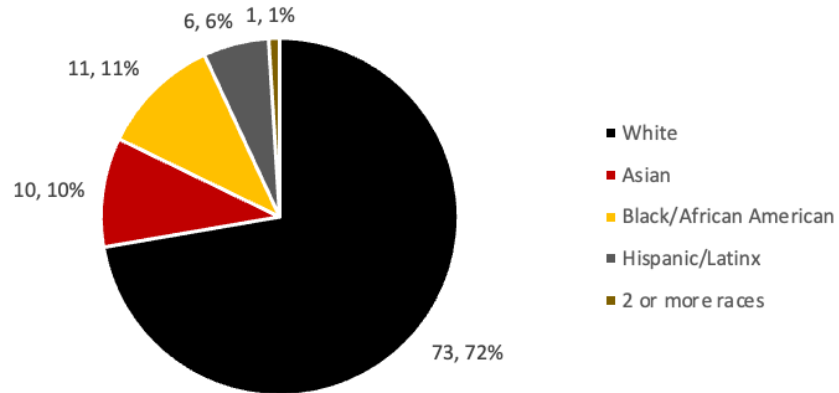
	2020	2021
Women	23 40%	46 45%
Men	35	57



Executive Administration 2021



Executive Administration 2021



...and at IUPUI?

- Women of color remain severely underrepresented among tenured ranks (2021; tenured and tenure-track faculty and librarians)
 - Black women: 2.3% (6%)
 - Latinas: 2.4% (4.9%)
 - Asian women: 3.0% (16.8%)*

For more information:

[Diversity Faculty Data](#)

[General Faculty Data](#)

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



Navigating Academia

5 Recommendations

But first...



Engaging your entire self

“Just the science”

Advice from majority faculty to women / marginalized / minoritized faculty can often sound like this:

Just concentrate on doing good science

everything else will work out

This can be seen as:

- Neutral
- Equitable
- Bias-free



We know it doesn't work....

1. Dominant-group faculty are seldom tasked with the kind of service that others do.
They have an automatic right to say 'no' with no negative consequences.
2. The idea that 'science' is 'color-blind' or 'neutral' is a myth.
 - *Gender/color-blindness too often is observably gender/color-erasing.*
 - *Selecting to study "x" is deciding that "y" is not important ←a value judgment itself.*
3. Why should we want to erase our motivation?
 - *Research shows that people pursue academic and research careers for MANY reasons, coming out of their own whole selves.*



Don't blame yourself if it still seems overwhelming! It's structural, not that you are bad at management.

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



More yes/no tips

- Benefits of yes:
 - Making connections: colleagues now, maybe collaborators in the future
 - Feeding your soul: being involved in things that please and energize you
 - Learning more about the IUPUI landscape
- Techniques for no:
 - Constantly be strategic: think about each ask in the larger picture of YOUR career and YOUR goals.
 - Rely on senior faculty to help you say no (“my chair says”)
 - Say, “not me but this other person.”
 - Say, “not me at this point but later.”
 - Say [especially to chair], “what else that I am doing do you want me to put aside?”
 - Never just ‘no,’ but ‘no, thanks, I’m busy with xxxx.’



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.)



More about an academic persona

- Conversations with chair / supervisor:
 - Were you recruited for something specific? Keep track of how that work is appreciated by your chair.
 - Do follow-up emails: 'as we discussed, I will be focusing on.' This is especially important if your chair changes.
- Someone trying to take credit for your work (toxic collaborators)?
 - Avoid sending them your work directly: always cc someone else.
- “I assumed that” is a fatal phrase. Clarify all assumptions.
- Find someone senior that you can be vulnerable with: you can't learn what you need, if you don't confess ignorance.

- IUPUI faculty come from a WIDE variety of backgrounds, not just undergrad-doctoral-post-doc-TT. Many are from industry, many have had diverse paths. *You aren't weird, and probably aren't unique!*



Keep Learning: Pursue Professional Development

- Leadership development and personal growth
- Pursue opportunities (prioritizing strengths)
- Take on “stretch” assignments, committee work, etc.
 - Keep your passion alive!
- 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



Panel Discussion

Panelists: October 15, 2021

Deb Burns, Chair, Professor
Music Technology
Engineering and Technology



Lori Montalbano, Professor,
Communication Studies
Associate Vice Chancellor of Academic
and Student Affairs
IUPUC



Cori Renguette, Chair, Assoc.
Professor
Technology Leadership &
Communication
Engineering and Technology



Questions and answers...



Ψ IUPUI

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Upcoming Programs

Third-Year Reviews, **Oct. 26**

Navigating Promotion and Tenure: Making the case for
Underrepresented Faculty, **Nov. 3**

Integrative DEI Case, **Dec. 10**

P&T consultations:

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