Office of Academic Affairs

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Promotion for Women
October 1, 2020

If you wish to read the chat transcript, email me: rapplega@iupui.edu
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](http://www.catalyst.org/knowledge/women-academia)
National Center for Education Statistics, [IPEDS Data Center](https://nces.ed.gov/ipeds/), “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”
"The 'baby penalty' was not born with the coronavirus," [https://www.timeshighereducation.com/blog/baby-penalty-was-not-born-coronavirus#](https://www.timeshighereducation.com/blog/baby-penalty-was-not-born-coronavirus#)
...and at IUPUI?  TT, Clin and Lecturer full time

- Male: 56.7%
- Female: 43.3%

Race Distribution:
- White: 73.2%
- Asian: 13.8%
- Black/African American: 4.3%
- Hispanic/Latino: 4.3%
- International: 0.9%
- Two or more races: 3.2%

2019: Fall 2020 data not yet ready ('census' is Oct. 1)
...and at IUPUI?  By race and gender

- 74.4% White
- 10.9% Asian
- 5.8% Black/African American
- 4.3% Hispanic/Latino
- 3.0% International
- 1.1% Two or More Races

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

IUPUI Office of Academic Affairs, Diversity, Faculty Data (IRDS)
...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
Executive Administration includes Deans and Vice Chancellors but not associate deans or department chairs

...and at IUPUI? 2014 Executive Administration

75.0% Male

25.0% Female

82.1% White

5.4% Asian

5.4% Black/African American

10% Hispanic/Latino

1% International

3.6% Two or More Races

1.8% (Other)
...and at IUPUI? 2019 Executive Administration

72.9% Male

27.1% Female

8.3% Asian

2.1% Black/African American

7.5% Hispanic/Latino

(2.1)
...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
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

Resources:
National Center for Faculty Diversity and Development
EMPOWER program (IUPUI)
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

We are NOT recording this session

We will distribute a de-identified chat transcript to any attendee who asks.

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!
Second sharing point:

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

IU resources:
SupportLink Employee Assistance Program (free confidential counseling)
Finding childcare or eldercare (and some free hours):

IUPUI:  theforum.iupui.edu
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?

COVID CV project
Panel Discussion
Panelists: October 1, 2020

Jennifer Thorington-Springer
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

Tambra Jackson
Professor of Education
Interim Dean, School of Education
Questions and answers...
Upcoming Programs

Balanced Case for Tenure Track
Promotion in Lecturer Ranks

Dossier Preparation  Oct. 15, Dec. 10
P&T and Community/Publicly Engaged Work Oct. 13
Promotion on Service for Clinical Nov. 5
Promotion on Balanced Case for Clinical Nov. 16
Navigating P&T Underrepresented Nov. 17
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
Thank You!