



NAVIGATING ACADEMIA TO ACHIEVE PROMOTION: YOU CAN MAKE IT HAPPEN!

*11th Annual
Conference for Assistant Professors
October 6-7, 2020*

SPONSORED BY:



Susan Bulkeley Butler Center for
**LEADERSHIP
EXCELLENCE**

OFFICE OF THE PROVOST



TUESDAY, OCTOBER 6

TIME	AGENDA
9:10 am	<p>Welcome <i>Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University</i></p> <p>Remarks by Susan Butler</p> <p>Opening Remarks <i>Jay Akridge, Provost and Executive Vice President for Academic Affairs and Diversity, Purdue University</i></p> <p>Introduction of Keynote Speaker <i>Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University</i></p>
9:30 - 11:30 am	<p>Keynote: Leadership that Makes a Difference <i>Samantha Power, Anna Lindh Professor of Practice, Harvard Kennedy School and Harvard Law School, Harvard University</i></p>
11:30 am - 12:30 pm	<p>Break for Lunch</p>
	<p>Breakout Sessions Note: All breakout session speakers & moderators are faculty at Purdue University.</p>
12:45 pm - 2:00 pm	<p>Breakout Session 1 Enabling Inclusion: Addressing Privilege and Prejudice <i>Speakers: Dulcy Abraham; Ayse Ciftci; Chris Sahley; Preeti Sivasankar</i> <i>Moderator: Malathi Raghavan</i></p>
12:45 - 2:00 pm	<p>Breakout Session 2 Men as Allies <i>Speakers: Michael Fosmire; Linda Mason; Greg Shaver</i> <i>Moderator: Alberto Rodriguez</i></p>
2:15 - 3:30 pm	<p>Breakout Session 3 Overcoming Challenges in Teaching/Classrooms <i>Speakers: Mary Pilotte; Nastasha E. Johnson; Jennifer Freeman Marshall</i> <i>Moderator: Jennifer Dobbs-Oates</i></p>
2:15 - 3:30 pm	<p>Breakout Session 4 Research and Writing during the Two Crises <i>Speakers: Ximena E. Bernal; Shalini Low-Nam; Maria Marshall</i> <i>Moderator: Kathleen C. Howell</i></p>
3:45 - 5:00 pm	<p>Breakout Session 5 Preparing for Promotion/Tenure: Top Tips <i>Speakers: Michele R. Buzon; Sarah Hubbard; Suresh Rao; Ann Weil</i> <i>Moderator: Laura Zanolli</i></p>
5:00 - 6:00 pm	<p>Virtual Reception</p>

WEDNESDAY, OCTOBER 7

TIME	AGENDA
9:00 am	Welcome <i>Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University</i>
9:15 - 10:45 am	Keynote: Leading Diversity and Inclusion in Turbulent Times <i>Dr. Cheryl Gittens, Interim Deputy Vice Chancellor for Diversity and Inclusion and Chief Diversity Officer, University of Wisconsin-Madison</i>
10:45 am	Break
11:00 am - 12:30 pm	Workshop: How Can Professors Practice Resilience with Vulnerability in the Academic Context? <i>Dr. Tanya Williams, Curriculum Specialist, LeaderShape</i>
12:30 - 1:00 pm	Closing Remarks <i>Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University</i>

WORKSHOP

How Can Professors Practice Resilience with Vulnerability in the Academic Context?

Resilience is “the capacity of a system, enterprise, or person to maintain its core purpose and integrity in the face of dramatically changed circumstances.” (“Why Things Bounce Back” by Zolli and Healy). In this workshop, participants will explore that definition of Resilience and why it’s needed in our lives. Participants will build an understanding of LeaderShape’s model of Resilience and make personal meaning of that model as they advance in their profession. Through a virtual workshop, participants will learn more about how stressors impact them and how they can better respond to them. Participants will also take a personal look at the identities they hold and how the intersections of those identities impact their ability to be resilient in a way that recognizes and embraces vulnerability. The workshop will provide tools to help faculty deal with stressful moments in their professions to practice their resiliency.

BIOS OF KEYNOTE SPEAKERS

SAMANTHA POWER



Former U.S. Ambassador to the United Nations, Samantha Power is currently the Anna Lindh Professor of Practice at Harvard Kennedy School and Harvard Law School. She is one of TIME's "100 Most Influential People," a Pulitzer Prize-winning author, and a war correspondent. Her recent book, *The Education of an Idealist*, chronicles her years in public service and reflects on the role of human rights and humanitarian

ideals in contemporary geopolitics. Power spent eight years at the UN including four years (2013-17) as the 28th United States Ambassador to the United Nations from 2013 to 2017. Before joining the U.S. government, Ambassador Power was the founding executive director of the Carr Center for Human Rights Policy at the Harvard Kennedy School, a columnist for *Time*, and a National Magazine Award-winning contributor to the *Atlantic*, the *New Yorker*, and the *New York Review of Books*. Power earned a B.A. from Yale University and a J.D. from Harvard Law School.

CHERYL GITTENS



Cheryl B. Gittens is the interim Deputy Vice Chancellor for Diversity & Inclusion and Chief Diversity Officer at University of Wisconsin-Madison. She is an experienced academic and student affairs administrator who has successfully planned, implemented and managed programs and services designed to increase high school graduation, college enrollment and retention at the

undergraduate and graduate levels. In her role, Gittens provides overall leadership for the university's efforts to create a diverse, inclusive and successful work and learning environment for all students, faculty, staff, alumni and others who partner with the university. She works with schools, colleges and other administrative units across campus on diversity and inclusion initiatives while supervising the key diversity units that comprise the Division of Diversity, Equity & Educational Achievement (DDEEA).

SPEAKER BIOS



Dulcy Abraham is Professor in the Lyles School of Civil Engineering and serves as the Chair of the Burke Graduate Program. Her current research, teaching and engagement interests include infrastructure assessment and rehabilitation, innovative financing, infrastructure resilience, construction safety and global issues in engineering and construction. She served on the American Society of Civil Engineering (ASCE) Construction Research Council (CRC) Executive Committee from 2005-2008 as secretary, vice-chair and chair. In 2008, she received the Leadership Award from the College of Engineering, for excellence in faculty leadership for improving the climate and environment for faculty and staff in the College of Engineering.



Ximena E. Bernal is Associate Professor of Biology at Purdue University and Research Associate at the Smithsonian Tropical Research Institute. Her research interests lie at the interface between behavior, ecology and evolution. Dr. Bernal's main areas of expertise include animal communication, sexual selection, and predator-prey interactions. She holds a Ph.D. in Ecology, Evolution and Behavior from The University of Texas at Austin and is the author of over 50 peer-reviewed journal articles and two book chapters. She is a strong advocate for diversity, inclusion, and equity in science.



Michele R. Buzon came to Purdue University in 2007 as an assistant professor in the department of anthropology. She was promoted to associate professor in 2010 and professor in 2017. She was named a Purdue University Faculty Scholar in 2014. Funded by the National Science Foundation and National Geographic Society, her research is in bioarchaeology with a focus on paleopathology, identity, and strontium isotope evidence for residential mobility in the ancient Nile Valley. She is a faculty mentor in the Coaching Resource Network.



Ayşe Çiftçi is Professor of the Counseling Psychology program at Purdue University. Currently, she is the Associate Head of Department of Educational Studies and College of Education Diversity Fellow for 2020-2021 academic year. Dr. Çiftçi's research program broadly focuses on individual experiences that impact well-being of marginalized communities and systematic factors that create oppressive environments. Dr. Çiftçi is a Fellow of two Divisions of the American Psychological Association (APA). She received a Presidential Citation for her work and named Purdue University Faculty Scholar in 2014.



Jennifer Dobbs-Oates is Clinical Associate Professor in the Department of Human Development and Family Studies at Purdue University. Dr. Dobbs-Oates earned her Ph.D. in clinical psychology from the University of Massachusetts, Amherst. Her career has focused on teaching and learning, first with respect to early childhood and now focused on the university level. She is particularly interested in experiential education – pedagogical approaches that get students actively involved in authentic learning experiences in the classroom and beyond. Dr. Dobbs-Oates is currently serving as the Provost's Fellow for Experiential Education. She is a fellow of Purdue University's Teaching Academy and the 2019 winner of the Experiential Education Rising Leader Award from the National Society for Experiential Education.



Michael Fosmire is Professor of Library Science and Head, Information Studies in the Purdue University Libraries and School of Information Studies (PULSIS). He has written over 50 articles and chapters on the role of information in active learning pedagogies and the integration of information literacy in STEM curricula, including Integrating Information into the Engineering Design Process and the Sudden Selector's Guide to Physics.



Jennifer Freeman Marshall is Associate Professor in the Department of English and the School of Interdisciplinary Studies and former Director of the Women's, Gender, and Sexuality Studies Program. Her research areas include African American literary and cultural productions, Black feminist studies, and black feminist ethnography. Her book length projects include a monograph on Zora Neale Hurston and the cultural politics of canon formation forthcoming with University of Illinois Press. She co-leads CLAIM (College of Liberal Arts, Inspired, Mentored, and eMpowered), a learning community that provides faculty and peer mentoring to first-generation students and underrepresented minorities in the liberal arts.

SPEAKER BIOS



Kathleen C. Howell is Hsu Lo Distinguished Professor of Aeronautics and Astronautics in the College of Engineering at Purdue University. She earned her BS degree in Aerospace Engineering from Iowa State University; her M.S. and Ph.D. degrees in Aeronautical and Astronautical Sciences are from Stanford University. Professor Howell's technical research focus is astrodynamics in complex gravitational environments. She has successfully applied these methodologies to numerous NASA missions. As a principal investigator, she has obtained numerous grants and received various awards related to her research program. She served for many years as the Editor-in-Chief for the AAS Journal of the Astronautical Sciences; she is also a member of other editorial boards, and is involved with various organizations within the international aerospace and astrodynamics community.



Sarah Hubbard is a recently promoted Associated Professor in the School of Aviation and Transportation Technology in the Purdue Polytechnic. Before joining the faculty as an Assistant Professor, she worked as a licensed professional engineer with experience in research, engineering consulting, professional training, and lab management and instruction. Dr. Hubbard teaches courses in aviation management for undergraduate and graduate students, and does research to increase safety and efficiency in aviation as well as other transportation modes.



Nastasha E. Johnson is Associate Professor at Purdue University's Libraries and School of Information Studies. She is a Provost Fellow in the Division of Diversity & Inclusion. She is library liaison to the Mathematics and Physics & Astronomy Departments and is a member of a university-level course redesign initiative IMPACT. She is an Intercultural Learning Officer with Purdue's Center for Intercultural Learning, Mentoring, Assessment and Research. Her research interests include intercultural learning and high-impact educational practices (HIPS) in STEM. She has a Master of Library Science from North Carolina Central University.



Shalini Low-Nam is Assistant Professor in the Department of Chemistry at Purdue University. Her research is in the area of cellular biophysics, with an emphasis on quantitative fluorescence imaging. Dr. Low-Nam's group is focused on measuring spatial and temporal mechanisms of cellular decision-making with single molecule and single cell resolution. They address questions related to the physical mechanisms that drive tumor evolution and corresponding immune responses, and strive to generate actionable insights to promote targeted cell-based cancer therapeutics that take advantage of the potent activities of small numbers of activating events. Providing an interdisciplinary skillset to her trainees and students motivates Dr. Low-Nam. She is an origami enthusiast and enjoys cooking, painting, and disc golf.



Maria Marshall is Professor in the Department of Agricultural Economics at Purdue University, Director North Central Regional Center for Rural Development, and Director of the Purdue Institute for Family Business. Dr. Marshall has a nationally and internationally recognized extension, research, and teaching program focused on small and family business development. Her program thrust is to increase the viability and sustainability of small and family businesses as they develop and mature through their life cycles. Her research provides relevant information and publications to entrepreneurs, family business owners, and policy makers. Dr. Marshall's scholarly leadership in small business research is sought out by policy centers and organizations nationwide.



Linda Mason is Dean of the Graduate School and Professor of Entomology and joined Purdue in 1991. She is a strong believer in professional development and teaches a graduate class on communication skills for the engaging researcher and workshops using Improv skills. On the lighter side, Dr. Mason has made both national radio and television appearances promoting the science of entomology. Television shows include Jay Leno - The Tonight Show, MTV's Road Rules, and several public service commercials.



Mary Pilotte is Associate Professor of Engineering Practice and Director of the School of Engineering Education's Undergraduate degree programs in Interdisciplinary Engineering Studies and Multidisciplinary Engineering. In addition to teaching in the College of Engineering, she instructs and consults for the Global and Executive MBA programs of Krannert School of Management. Her research interests include engineering work culture including generations-based engineering practices and norms, examining what it means to identify as "multidisciplinary", and exploring new approaches and dynamic strategies around increasing workplace diversity, especially for the neurodiverse, and those with invisible differences. Dr. Pilotte came into academia after several years of rich experience in industry.

SPEAKER BIOS



Malathi Raghavan is Clinical Associate Professor and Director of Outcomes Assessment and Data Management. She earned her degree in Veterinary Medicine from the Ukrainian National Agricultural University, Kiev; M.S. degree in Environmental Conservation from the University of New Hampshire, Durham and Ph.D. in Comparative Epidemiology from Purdue University. Dr. Raghavan has published in areas of epidemiology and public health, medical education, and medical college admissions in Canada including on the multiple mini-interview (MMI), and has worked on Accreditation and Certification issues, with international stakeholders, for the American Veterinary Medical Association. Her responsibilities range from administrative to scholarly and teaching activities.



Suresh Rao was on the faculty at the University of Florida (1975-1999) before joining Purdue University (1999-present) with a joint appointment as Lee A. Reith Distinguished Professor in Lyles School of Civil Engineering (75%) and Agronomy Department (25%). His inter-disciplinary research projects and graduate education programs are in environmental and ecological sciences/engineering. Current research and educational interests involve integration of multi-scale modeling and diverse large data sets to explore (1) large-scale and long-term dynamics diverse landscapes; and (2) resilience and sustainability analyses of coupled, complex (natural, engineered, social) systems, including inter-dependence of infrastructure networks and socio-economic and ecological systems.



Alberto Rodriguez is the Mary Endres Chair in Teacher Education and Professor of Cross-Cultural Science Education at Purdue University. His research focuses on the use of sociotransformative constructivism--a theoretical framework that merges critical cross-cultural education tenets (as a theory of social justice) with social constructivism. Dr. Rodriguez's research has been published in various journals and he has also published four books. In 2017, he received the Innovations in Research on Diversity in Teacher Education Award from the American Educational Research Association (AERA), Division K (Teaching and Teacher Education).



Chris Sahley is Professor in the department of biological sciences. She is Director for the ADVANCE-Purdue Center for Faculty Success and Special Advisor to the Provost for Gender Equity. Dr. Sahley also is Co-PI on the NSF Big Ten Academic Alliance Cooperation AGE Professional Advancement Initiative grant to bring more underrepresented minority postdoctoral scholars into faculty positions. Professor Sahley has been active as a scholar for more than 25 years. In that time, she has obtained numerous grants related to her research program; she has contributed more than 70 articles, reviews, and book chapters to the literature. She serves on several editorial boards and review panels for NSF and NIH.



Greg Shaver is Professor, University Faculty Scholar, and College of Engineering Early Career Research Awardee. Dr. Shaver creates challenging, interesting, relevant, career-launching research and learning opportunities for Purdue students. The last 12 years Greg has directed the research efforts of more than 120 current/former Purdue students. One-third of his 50 current/former graduate students are women. Greg is, or has been, the PI for ~\$19M in funding, of which ~\$14.M is for research on the Purdue campus.



Preeti Sivasankar is Professor and Head of Speech, Language, and Hearing Sciences (SLHS) with courtesy appointments in the Weldon School of Biomedical Engineering, and Otolaryngology-Head and Neck Surgery (Indiana University School of Medicine-West Lafayette). Her research program focuses on voice production and laryngeal physiology and is funded by the National Institutes of Health. Professor Sivasankar is a Fellow of the American Speech, Language, and Hearing Association and has been recognized as a Purdue University Faculty Scholar. She is active in mentoring graduate and undergraduate students and is a recipient of teaching awards including the SLHS Outstanding Undergraduate Instructor, and the College of Health and Human Sciences (HHS) Award for Excellence in Undergraduate Education. Professor Sivasankar is a Fellow of the CIC (Big 10 Alliance) Academic Leadership Program and a Purdue University HHS Dean's Fellow.



Ann Weil is Clinical Professor of Veterinary Anesthesiology in the Department of Veterinary Clinical Sciences in the College of Veterinary Medicine. She has been on the faculty at Purdue since 2001. Her research interests include equine anesthetic recovery and injectable anesthetics. Past responsibilities have included Small animal hospital Chief of Staff and interim Director of the Veterinary Teaching Hospital. Board certified by the American College of Veterinary Anesthesia and Analgesia, she currently serves as a member of the Board of Directors of the North American Veterinary Anesthesia Society.

SPEAKER BIOS



Tanya Williams has over 25 years of diversity, inclusion, and social justice teaching, programming and facilitation experience in higher education including professional roles at the University of Massachusetts Amherst, Mount Holyoke College, and most recently, Union Theological Seminary in the City of New York as the Deputy Vice President for Institutional Diversity and Community Engagement. In her work as an equity coach and consultant, she has continued working with colleges and universities, non-profits, and K-12 schools. Dr. Williams, holds a doctorate (Ed.D) in Social Justice Education from the University of Massachusetts at Amherst, and her dissertation, entitled *A Process of Becoming: U.S. Born African American and Black Women in a Process of Liberation from Internalized Racism*, focused on internalized oppression and liberation.



Laura Zanotti is a feminist political ecologist and interdisciplinary social scientist who partners with communities to support how Indigenous Peoples, Traditional Peoples, and Local Communities' livelihoods and well-being can be sustained and to identify the pathways that shape just futures. She specializes in collaborative, transdisciplinary projects and creating ethnographic teams. She prioritizes decolonial STEAM education as a critical space for engagement. Zanotti joined the Purdue Faculty in 2009 and is a Professor in the Department of Anthropology and Associate Director of the Center for the Environment.