Institutional Resources to Soar to Promotion

12th Annual Conference for Assistant Professors

October 13-14, 2021

Sponsored by:

Susan Bulkeley Butler Center for Leadership Excellence

Office of the Provost

Purdue University®
<table>
<thead>
<tr>
<th>TIME</th>
<th>AGENDA</th>
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</thead>
<tbody>
<tr>
<td>8:00 am</td>
<td>Check-in (for in-person attendees) Virtual attendees log-in at 8:45 am</td>
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<tr>
<td>9:00 am</td>
<td>Welcome</td>
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<td><strong>Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University</strong></td>
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<td>Remarks by Susan Butler</td>
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<td>Opening Remarks</td>
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<td><strong>Jay Akridge, Provost and Executive Vice President for Academic Affairs and Diversity, Purdue University</strong></td>
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<td>Introduction of Keynote Speaker</td>
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<td><strong>Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University</strong></td>
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<tr>
<td>9:30 - 11:00 am</td>
<td>Keynote: On &quot;Kiddo&quot; and Kiddos: Plagues, Permission Structures, and Women's Progress in Academic Leadership</td>
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<td><strong>Lynn Pasquerella, President, Association of American Colleges and Universities</strong></td>
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<tr>
<td>11:00 am - 12:30 pm</td>
<td>Break for Lunch (Boxed lunches provided for in-person attendees)</td>
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<td>12:30 pm</td>
<td>Virtual Live attendees log-in at 12:30 pm</td>
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<td>12:45 pm - 2:00 pm</td>
<td>Breakout Session 1: 'Difference' that Makes a Difference</td>
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<td><strong>Speakers: Margo Monteith</strong>, Distinguished Professor of Psychological Sciences and Associate Dean for Diversity, <strong>Jennifer Esperanza</strong>, Director of Diversity, <strong>Seema Mattoo</strong>, Associate Professor of Biological Sciences, <strong>Denise Whitford</strong>, Associate Professor of Educational Studies, <strong>Moderator: Ayse Ciftci</strong>, Professor of Counseling Psychology and Head of Educational Studies, <strong>Purdue University</strong></td>
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<td>12:45 - 2:00 pm</td>
<td>Breakout Session 2: Collaborating and Networking</td>
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<td><strong>Speakers: Richard Kuhn</strong>, The Trent and Judith Anderson Distinguished Professor of Biological Sciences, <strong>Bhramar Mukherjee</strong>, John D Kalbfleisch Collegiate Professor of Biostatistics and Chair of Biostatistics, <strong>Laura Schwab Reese</strong>, Assistant Professor of Public Health, <strong>Moderator: Shweta Singh</strong>, Assistant Professor of Agricultural &amp; Biological Engineering, <strong>Purdue University</strong></td>
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<td>2:15 - 3:30 pm</td>
<td>Breakout Session 3: Balancing Research and Teaching</td>
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<td><strong>Speakers: Ourania Andrisani</strong>, Distinguished Professor of Basic Medical Sciences, <strong>Allison Rober</strong>, Associate Professor of Biology, <strong>Daniel DeLaurentis</strong>, Professor of Aeronautics and Astronautics, <strong>Nusrat Jung</strong>, Assistant Professor of Civil Engineering, <strong>Moderator: Donna Riley</strong>, Professor and Kamyar Haghighi Head of Engineering Education, <strong>Purdue University</strong></td>
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WEDNESDAY, OCTOBER 13 CONT.
All times are Eastern Standard Time (EST)

TIME

2:15 - 3:30 pm
PMU West Faculty Lounge

AGENDA
Breakout Session 4: Well-Being as a Priority
Speakers: Manushag Powell, Professor of English, Purdue University; Patricia Davies, Professor of Mechanical Engineering, Purdue University; Yumary Ruiz, Associate Professor of Public Health, Purdue University; Laura Zanotti, Professor of Anthropology, Purdue University.
Moderator: Emily Hixon, Professor of Education and Director of Center for Faculty Excellence, Purdue University Northwest

4:00 - 5:00 pm
Memorial Mall

Reception
Open to all registrants. Reception will be held in Memorial Mall (opposite Stewart Center which is across from Purdue Memorial Union, the site of the Conference).

THURSDAY, OCTOBER 14
All times are Eastern Standard Time (EST)

TIME

8:00 am

Breakfast on your own
Check-in (for in-person attendees)
Virtual attendees log-in at 8:00 am

8:15 am
PMU East & West Faculty Lounge

Welcome
Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University

8:20 - 10:15 am
PMU East & West Faculty Lounge

Preparing for Promotion/Tenure: Top Tips
Speakers: Candace Croney, Professor of Animal Behavior and Well-being and Director of Center for Animal Welfare Science, Purdue University; Nilupa Gunaratna, Associate Professor of Public Health, Purdue University; Irena Swanson, Professor and Head, Department of Mathematics, Purdue University; Liz Wuerffel, Associate Professor of Art, Valparaiso University; Ann Weil, Clinical Professor and Section Head of Anesthesiology, Purdue University; Linda Mason, Dean of Graduate School and Professor of Entomology, Purdue University.
Moderator: Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University

10:15 am

Break

Workshop: Cracking the Confidence Code
Alexis Kanda-Olmstead, Director of Advancement Talent Management, Dartmouth College

Closing Remarks
Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University

Boxed lunches available for in-person attendees who selected for one in registration.
KEYNOTE SPEAKER

Lynn Pasquerella was appointed president of the Association of American Colleges and Universities in 2016, after serving as the eighteenth president of Mount Holyoke College. She has held positions as provost at the University of Hartford and Vice Provost for Academic Affairs and Dean of the Graduate School at the University of Rhode Island. A philosopher whose work has combined teaching and scholarship with local and global engagement, Pasquerella has written extensively on medical ethics, metaphysics, public policy, and the philosophy of law. She is president of the Phi Beta Kappa Society and the host of Northeast Public Radio's The Academic Minute. A recipient of Mary Baldwin University’s Sullivan Award for outstanding service to humanity, Pasquerella serves as a member of the advisory board of the Newman’s Own Foundation and sits on the boards of the Lingnan Foundation and the National Humanities Alliance, as well as George Washington University Hospital’s ethics committee. Named by *Diverse Issue* as one of higher education’s top 35 leaders, Pasquerella is a graduate of Quinebaug Valley Community College, Mount Holyoke College and Brown University. Pasquerella has also received honorary doctorates from Elizabethtown College, Bishop’s University, the University of South Florida, the University of Hartford, and the University of Rhode Island.

WORKSHOP

**Cracking the Confidence Code**

A hidden force that can undermine career and leadership ambitions is a lack of confidence, particularly for people with marginalized and minoritized identities who must also overcome systemic barriers due to their gender and race. In this session, we will unpack why it is so hard to feel confident, bust common myths about confidence, and identify research-based strategies to build confidence that capitalize on our diverse identities. Workshop attendees will leave with a two-week goal and a long-term action plan to achieve a personal or professional aspiration.

Alexis Kanda-Olmstead serves as the Director of Advancement Talent Management at Dartmouth College where she helps people maximize their potential to achieve organizational priorities. Alexis believes people should be engaged by their work and have the opportunity for continuous growth and development. Her responsibilities include shaping the overarching strategy for talent management, coaching leaders and supervisors, and designing training and professional development programs for more than 250 staff.
OURANIA ANDRISANI, Ph.D., Distinguished Professor, College of Veterinary Medicine and co-Leader, Purdue Center for Cancer Research, is an international expert on the molecular biology of hepatitis B virus. Dr. Andrisani has served on National Institutes of Health study sections for 20 years, has obtained major federal funding for 25 years, and published her research in high impact journals. She has mentored many postdoctoral fellows and students. She is married for 40 years and has a son and a grandson.

AYŞE ÇİFTÇİ is a Professor of the Counseling Psychology program at Purdue University. Currently, she is the Department Head of Educational Studies. 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.

CANDACE CROMEN is Director of Purdue University’s Center for Animal Welfare Science and Professor of animal behavior and well-being in Comparative Pathobiology and Animal Sciences, College of Veterinary Medicine and College of Agriculture. Her research, teaching and outreach efforts focus on 1) non-invasive metrics of welfare in companion and food animal species, 2) effects of rearing environments and enrichment on animal behavior and welfare, and 3) ethical and political implications of animal care and use decisions, and public perceptions of animal agriculture and welfare.

PATRICIA DAVIES joined Purdue in 1987, and served as Director of the Ray W. Herrick Laboratories from 2005 to 2019. She is a founder member of the Women Faculty in Engineering Committee, and has received Purdue’s CoE Mentoring Award and Violet Haas Award. She is a faulty ally in the SBBCLE-WGHI Support Circle. In recognition of her acoustics/vibrations research, she received ASME’s Per Brüel Gold Medal and she is a Fellow of INCE and the ASA.

DANIEL DELAURENTIS is Professor in Purdue University’s School of Aeronautics and Astronautics, and directs the Center for Integrated Systems in Aerospace (CISA). DeLaurentis has supported many students and professional staff who have made impacts across diverse domains including air transportation, defense/security, civil infrastructure, and space exploration. He is Director of Purdue’s Institute for Global Security and Defense Innovation (i-GSDI) and Chief Scientist of the U.S. DoD’s Systems Engineering Research Center (SERC) UARC. He is a Fellow of the International Council on Systems Engineering (INCOSE).

JENNIFER S. ESPERANZA served as Professor and departmental Co-chair of Anthropology at Beloit College, where she taught from 2008–2021. She received her B.A. in Linguistics and Cultural Anthropology from the University of Southern California, and her M.A. and Ph.D. from UCLA. Dr. Esperanza has conducted research on the political economy of ethnic art, which has been published in various journals such as Research in Economic Anthropology and Material Culture Review. She has presented and published papers on decolonizing anthropology and storytelling as a pedagogical and advising strategy. She has performed for storytelling outlets such as The Moth, Love Wisconsin, and 80 Minutes Around the World: Stories of Immigration. After her promotion to full professorship, she decided to leave academia. She now serves as Director of Diversity, Equity, and Inclusion for Coopera Consulting, a consulting firm that improves financial inclusion for underbanked and historically underserved populations.

NILUPA GUNARATNA is Associate Professor of Public Health at Purdue University. A statistician by training, she has worked in global public health and nutrition for over 15 years. Dr. Gunaratna’s research, teaching, and professional engagement focus on food security and the right to food for at-risk populations, particularly in low- and middle-income countries. Her research aims to develop and evaluate interventions that equitably and sustainably improve nutrition, while promoting rigorous and ethical quantitative methods.
Emily Hixon is the Founding Director of the Center for Faculty Excellence at Purdue University Northwest, where she is also a Professor of Education. She teaches courses in a variety of formats and supports with her faculty colleagues as they enhance their teaching, excel in scholarship, and flourish as professionals. Her research is related to online course development, effective technology integration, and faculty development.

Nusrat Jung is Assistant Professor in the Lyles School of Civil Engineering at Purdue University. Dr. Jung received her D.Sc. from the Department of Mechanical Engineering at Aalto University in Espoo, Finland. Dr. Jung conducts research in the field of architectural engineering, with a focus on environmental sensing, building disinfection, contaminant mass transport in indoor atmospheres, volatile organic compounds, zero emissions buildings, net-zero energy buildings. Her research has been published in top tier journals in her field. Dr. Jung is the creator and director of the innovative Purdue zEDGE Tiny House Research and Teaching Facility, which was featured in the Fall 2020 CE IMPACT Magazine. In Fall 2020, she received a Protect Purdue Innovation Faculty Grant to investigate volatile chemical emissions, transformations, and exposures in buildings during COVID-19 disinfection activities.

Richard Kuhn received his B.S. in Chemistry from SUNY at Stony Brook and his Ph.D. studying poliovirus and performed postdoctoral training at Caltech. He arrived at Purdue in 1992 where he studies the replication and pathogenesis of human viruses. He served as Department Head of Biological Sciences (2005-2016) and Director, Bindley Biosciences Center (2007-2015). His current positions are the Trent and Judith Anderson Distinguished Professor of Science and the Krenicki Family Director, Purdue Institute of Inflammation, Immunology and Infectious Disease.

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.

Seema Mattoo is Associate Professor of Biological Sciences. She received her Ph.D. in Microbiology & Immunology from UCLA, studying Whooping Cough, and Post-Doctoral training at U. of California-San Diego. Her lab at Purdue studies ‘Fic’ proteins and has unearthed new strategies for combating bacterial infections and Parkinson’s Disease. In addition to teaching Medical Microbiology and Bioethics, Seema is a wife & mother.

Margo Monteith is a Distinguished Professor in the Department of Psychological Sciences and Associate Dean for Diversity, Equity and Inclusion in the College of Health and Human Sciences at Purdue University. Dr. Monteith’s research concerns stereotyping, prejudice, prejudice-reduction, diversity and inclusion. Her work focuses especially on raising awareness of implicit biases and facilitating control over such biases, and interpersonal confrontation of bias.

Bhramar Mukherjee is John D. Kalbfleisch Collegiate Professor and Chair of Biostatistics; Professor of Epidemiology and Global Public Health, University of Michigan (UM) School of Public Health; She serves as the Associate Director for Quantitative Data Sciences, The University of Michigan Rogel Cancer Center. Her research interests include statistical methods for analysis of electronic health records, studies of gene-environment interaction, Bayesian methods, shrinkage estimation, analysis of high dimensional exposure data. She has co-authored more than 300 articles. Bhramar is a fellow of the American Statistical Association and the American Association for the Advancement of Science. She is the recipient of many awards for her scholarship, service and teaching. Bhramar and her team have been modeling the SARS-CoV-2 virus trajectory in India for the last year. Bhramar graduated with a PhD in Statistics from Purdue in 2001.
Manushag (Nush) Powell is Professor of English in the College of Liberal Arts and Secretary of Faculties. She joined Purdue University in 2007 (PhD UCLA 2006; BA Yale University 1999). Major works include Performing Authorship in Eighteenth-Century English Periodicals (Bucknell UP, 2012); British Pirates in Print and Performance (Palgrave, 2015, with Fred Burwick); and Women’s Periodicals and Print Culture in Britain, 1690-1820 (Edinburgh UP, 2018, with Jennie Batchelor). She is the Editor of the Broadview Press edition of Daniel Defoe's Captain Singleton.

Donna Riley is Kamyar Haghighi Head and Professor in the School of Engineering Education at Purdue University. Her research focuses on integrating critical liberal education capacities in the formation of engineering professionals. She is the author of Engineering and Social Justice (Morgan & Claypool, 2008). Riley earned a B.S.E. in chemical engineering from Princeton and a Ph.D. from Carnegie Mellon in Engineering and Public Policy. She is a fellow of the American Society for Engineering Education.

Allison Rober is Associate Professor of Environmental Biology at Ball State University, Muncie, Indiana. Allison earned her Ph.D. in Integrative Biology and Ecology, Evolutionary Biology & Behavior from Michigan State University. Allison's research explores environmental controls on algal communities and their role in ecosystem processes. Allison serves as the Undergraduate Program Director for the Department of Biology and is actively involved in initiatives aimed to enhance science literacy through scholarly teaching.

Yumary Ruiz is an Associate Professor in the College of Health and Human Sciences' Department of Public Health at Purdue University. Her community-based and engaged research focuses on youth health disparities and resilience. Her work examines interactions between cognitive processes and social factors that affect health and identifies health-promoting mechanisms that can be targeted to mitigate the effects of socio-economic disadvantages. Her research program aims to develop innovative and empirically based interventions to reduce youth health disparities.

Laura Schwab Reese (Purdue University) is a public health scientist who uses community-based participatory approaches to inform intervention and prevention efforts. She has doctoral training in epidemiology, biostatistics, and intervention design and evaluation. In 2017, Dr. Schwab Reese completed a postdoctoral fellowship at the Kempe Center for the Prevention and Treatment of Child Abuse and Neglect. In addition to her community-based work, she specializes in technology-driven interventions that provide support and resources after traumatic experiences.

Shweta Singh is Assistant Professor in Department of Agricultural & Biological Engineering and Environmental & Ecological Engineering at Purdue University. Dr. Singh's research focuses on advancing systems methodologies and computational tools for Life Cycle Analysis, Input-Output based LCA and creating cloud-based computational tools for sustainability assessment. She is passionate about diversity and inclusion in education. Her research is supported by funding from federal, private and non-profit organizations. Dr. Singh received her B.Tech in Chemical Engineering from IIT, India (2006), Masters in Applied Statistics (2011) and PhD in Chemical Engineering (2012), both from The Ohio State University.

Mangala Subramaniam is Professor and Butler Chair and Director of the Susan Bulkeley Butler Center for Leadership Excellence at Purdue University. In her current administrative role, she focuses on providing opportunities to enhance leadership skills and professional development for faculty. She is the current State Co-Director of the American Council on Education (ACE) Women’s Network of Indiana. Her forthcoming book (co-edited with Cristina Alcalde), Dismantling Institutional Whiteness: Emerging Forms of Leadership in Higher Education, is forthcoming 2022.

Irena Swanson is Professor and Head of the Department of Mathematics in the College of Science. She is the first woman to be in the role of department head here at Purdue. She received her Ph.D. at Purdue in 1992, spent three years as a postdoc at University of Michigan, ten years at New Mexico State University, fifteen years at Reed College in Portland, Oregon, and she returned to Purdue in 2020. Her research is in commutative and computational algebra. She currently serves on the Steering Committee of the Park City Mathematics Institute and on the editorial board of the Journal of Commutative Algebra.
SPEAKER BIOS

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.

Denise K. Whitford, Ph.D. is Associate Professor of Special Education with over 25 peer-reviewed publications and two co-authored books. Her research projects have ranged from single-subject and quasi-experimental behavior interventions to large scale correlational studies regarding discriminatory discipline in U.S. public schools. Her newest project is an NSF collaboration working toward mentoring undergraduates with disabilities in STEM fields. She predominantly teaches special education law/policy and cultural/linguistic diversity in the American education system.

Liz Wuerffel (MFA, Columbia College Chicago) is an interdisciplinary artist and filmmaker whose work has been shown near and far, from Chicago’s Woman Made Gallery to Java Arts in Phnom Penh. Wuerffel teaches digital media art at Valparaiso University, co-directs the Welcome Project story collection, and chairs the Faculty Senate. Wuerffel produced and codirected a documentary about Syrian refugees in the Kurdish Region of Iraq, Kawergosk: Home Made of Cloth and directed The Four Hijabs.

Laura Zanotti is Professor of Anthropology, College of Liberal Arts, at Purdue University. Dr. Zanotti is a feminist political ecologist and social scientist who partners with communities to support how Indigenous Peoples, Traditional Peoples, and Local Communities’ livelihoods can be sustained and to identify the pathways that shape just futures. She is committed to feminist and decolonizing scholarship, and specializes in collaborative projects. She is an affiliate faculty at the Center for the Environment, American Studies, Native American and Indigenous Studies, and Latin American and Latino Studies programs.