PERSISTENCE AND RESILIENCE: ENVISIONING WHAT INSTITUTIONS CAN DO FOR FACULTY

13th Annual Conference for Assistant Professors
September 15-16, 2022

SPONSORED BY:

Susan Bulkeley Butler Center for LEADERSHIP EXCELLENCE

Office of the Provost
Thursday, September 15
All times are Eastern Standard Time (EST)

**AGENDA**

**8:00 am**
- Check-in (for in-person attendees)
  - Virtual attendees log-in at 8:45 am

**9:00 am**
- Welcome & Introduction of Keynote Speaker
  - Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University
  - Keynote: Navigating the Professoriate
  - Ka Yee C. Lee, Provost & David Lee Shillinglaw Distinguished Service Professor in the Department of Chemistry, the James Franck Institute, and the Institute for Biophysical Dynamics, University of Chicago

**9:30 - 11:00 am**
- Networking & Lunch
  - Professional photo. Headshot available for in-person attendees.

**12:15 pm**
- Virtual Live attendees log-in at 12:15 pm

**12:30 pm - 2:00 pm**
- Thinking Critically about Mentoring: Insights from Mentors and Mentees
  - Speakers: Shalini Low-Nam, Assistant Professor of Biochemistry, Purdue University; Ann Weil, Clinical Professor of Veterinary Anesthesiology, Purdue University; Olga Welch, Professor of Instructional Leadership Emerita and Dean Emerita, School of Education, Duquesne University; Vicente M. Lechuga, Associate Professor of Education and Human Development, Texas A&M University; Yuehwern Yih, Professor of Industrial Engineering, Purdue University
  - Moderator: Barb Golden, Professor of Biochemistry, Purdue University

Scholars and practitioners addressing challenges experienced by faculty – particularly the underrepresented and marginalized - focus on providing additional support and mentorship. However, the most widely implemented mentoring models employed – the traditional one-on-one, group or network and peer-mentoring – have been inadequate in meeting the needs of these faculty. In fact, effective mentoring models must be designed to fit the institutional culture and not become a barrier to success. One barrier to a productive and successful mentoring relationship occurs when there is a lack of understanding in how work-climate and exclusion affect faculty confidence and make them feel vulnerable. What are best practices for mentoring faculty? How can mentoring relationships foster persistence and resilience (for both, mentors and mentees)? How can mentoring programs be structured to delineate goals of the initiative and be attentive to evaluative/assessment roles of mentors to recognize relations of power? How can mentees expectations be understood and met?

**2:00 - 2:15 pm**
- Break
Individual and Institutional Responsibility in Building Productive Work Environments for Faculty

Speakers: Andy Hirsch, Professor Emeritus of Physics, Purdue University; Angeline Lyon, Associate Professor of Biochemistry, Purdue University; M. Cristina Alcalde, Vice President of Institutional Diversity and Inclusion and Professor of Global and Intercultural Studies, Miami University, Ohio; Karen Hudmon, Professor of Pharmacy Practice, Purdue University; Carolyn Hodges, Professor of German Emerita and Vice Provost and Dean Emerita of Graduate School, University of Tennessee; Paul Asunda, Assistant Professor of Engineering and Technology Education, Purdue University; Dana Tulodziecki, Associate Professor of Philosophy, Purdue University

Moderator: Chenell Loudermill, Clinical Professor and Director of Clinical Education in Speech-Language Pathology, Purdue University

Much has been written about the ‘chilly’ climate experienced by underrepresented groups in academic departments, universities, and disciplines. While universities, particularly in the past two years, state goals to diversify faculty, it is imperative to address concerns with the ‘chilly’ climate. Faculty from underrepresented groups are often isolated and face structural conditions of exclusion and marginalization within these settings. Many feel that they are “outsiders” in their departments, that they are not included in important discussions, and that their careers are harmed rather than helped by their colleagues. These experiences have an impact on productivity and retention of faculty. How can we change these perceptions? What can, and should, institutions do? How can faculty, and especially assistant professors, strategize to deal with challenging work environments without losing focus on what needs to be accomplished to be promoted? Any suggestions for dealing with social media discussions and how junior faculty may consider ‘protecting’ themselves?

FRIDAY, SEPTEMBER 16
All times are Eastern Standard Time (EST)

TIME

AGENDA

8:00 am
PMU East & West
Faculty Lounge

Welcome Remarks
Jay Akridge, Provost and Executive Vice President for Academic Affairs and Diversity, Purdue University
Workshop: Practical Tips for Wellness in Our Everyday Lives
Speaker: Kelly LeMaire, Post-Doctoral Fellow Training Director and Licensed Clinical Psychologist, Balanced Awakening, Chicago, IL
With increasing demands for our time and countless social and environmental stressors, it can be difficult to prioritize our mental health and maintain a sense of wellness. This workshop will provide evidence-based practical tips for building wellness and a life based on your values. Dr. LeMaire will review strategies that can be implemented to help reduce burn-out and increase your sense of wellbeing.

9:45 - 10:00 am
Break

Preparing for Promotion/Tenure: Building a Dossier
Speakers: Beth McNeil, Dean of Libraries and School of Information Studies and Esther Ellis Norton Professor of Library Science, Purdue University; Vetria Byrd, Associate Professor of Computer Graphics Technology, Purdue University; Catherine W. Berheide, Tisch Distinguished Professor, Skidmore College; Arne Flaten, Head of Patti and Rusty Rueff School of Design, Art, and Performance and Professor of Art History, Purdue University; Julianne Stout, Clinical Associate Professor of Medicine, Purdue University; Krishna Nemali, Associate Professor of Horticulture and Landscape Architecture; Purdue University; Rao Govindaraju, Bowen Engineering Head and Christopher B. and Susan S. Burke Professor of Civil Engineering, Purdue University; Susan Faircloth, Professor and Director of the School of Education, Colorado State University.
Moderator: Greg Shaver, Professor of Mechanical Engineering, Purdue University

The promotion/tenure process involves about 5 years in rank and so can be intense. Panelists should speak to the process of promotion/tenure in academia (link to type of institution as attendees are from within and outside Purdue; and maybe non-tenure track or tenure track). Consider the expectations, strategies to adopt, that is what may work, and what NOT to do. Panelists can include personal experiences or examples, but it would be most useful to make a broader point based on that experience. What suggestions do you have for building dossiers? You can speak to one or all three typical areas — research/discovery, teaching & learning, service/engagement. How can multimodal work be included in the dossier (multimodal refers to arts-based scholarly products, such as performances, digital and graphic arts, films, websites, sound recordings, and other similarly situated projects).

12:00 pm
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 opted for one in the registration process.
**KEYNOTE SPEAKER**

Ka Yee C. Lee serves as the fourteenth Provost of the University of Chicago. As Provost, she is responsible for academic and research programs across the University and oversees the University’s budget.

She is the David Lee Shillinglaw Distinguished Service Professor in the Department of Chemistry, the James Franck Institute, the Institute for Biophysical Dynamics, and the College, and a member of the Board of the University of Chicago Medical Center, the Board of Governors for Argonne National Laboratory, and the Field Museum Board. Prior to her appointment as Provost, Lee served as Vice Provost for Research, working with deans, faculty, and researchers across the University to increase access to research funding and resources, among other responsibilities.

Lee is an elected member of the College of Fellows of the American Institute for Medical and Biological Engineering and a Fellow of the American Physical Society. Her research focus lies in the area of membrane biophysics, and she is the author or co-author of more than 125 scholarly publications.

**WORKSHOP**

Practical Tips for Wellness in Our Everyday Lives

With increasing demands for our time and countless social and environmental stressors, it can be difficult to prioritize our mental health and maintain a sense of wellness. This workshop will provide evidence-based practical tips for building wellness and a life based on your values. Dr. LeMaire will review strategies that can be implemented to help reduce burn-out and increase your sense of wellbeing.

Kelly LeMaire is the Post-doctoral Fellow Training Director and Licensed Clinical Psychologist at Balanced Awakening. She was a Clinical Assistant Professor, Assistant Director of the Purdue Psychology Treatment and Research Clinics (PPTRC), and co-director of the Diversity, Equity, & Inclusion Science Consortium at Purdue University. She is an expert in evidence-based, cognitive behavioral therapies (CBTs). She has over ten years of experience in delivering evidence-based treatments. She also has years of experience in training graduate students and advanced trainees in delivering individual, group, and couples therapy for adults. Additionally, she has particular interest and expertise in trauma, emotion dysregulation, multiculturally adapted treatments and practices, and prejudice reduction.
Cristina Alcalde is Vice President of Institutional Diversity and Inclusion and Professor of Global and Intercultural Studies at Miami University. Her publications include *MeToo and Beyond; Peruvian Lives across Borders; The Woman in the Violence; Provocations: A Transnational Reader in the History of Feminist Thought*; and *Dismantling Institutional Whiteness: Emerging Forms of Leadership in Higher Education* (forthcoming). Her writings on the experiences of women of color and leadership have also recently appeared in *Ms. Magazine* and *Inside Higher Ed*.

Paul A. Asunda is an Associate Professor of Engineering and Technology Teacher Education in the Department of Technology Leadership and Innovation (TLI) with a joint appointment in the College of Education, Department of Curriculum and Instruction (C&I), and an affiliate faculty for the Center for Advancing the Teaching and Learning of STEM (CATALYST). His program of research is interdisciplinary and focuses on examining: (a) teachers as agents of change through professional development activities and (b) technological literacy and Science, Technology, Engineering, and Mathematics (STEM) initiatives in Workforce Education and Development.

Catherine White Berheide is the Tisch Distinguished Professor at Skidmore College and PI for the College’s NSF ADVANCE PAID grant. A sociologist of work, her most recent publications examine the effect of the COVID-19 pandemic on faculty. The Carnegie Foundation for the Advancement of Teaching has twice named her a Carnegie Scholar. In 2003, she won the American Sociological Association Section on Teaching and Learning Hans O. Mauksch Award for distinguished contributions to undergraduate sociology.

Vetria Byrd is an Associate Professor of Computer Graphics Technology and the Director of the Byrd Data Visualization Lab at Purdue University where she does research in the areas of data visualization pedagogy. Dr. Byrd’s work is featured in the 2021 November/December issue of *IEEE Computer Graphics & Applications* Special Issue on *Visualization Education and Teaching Visualization Literacy*. Dr. Byrd holds graduate degrees in Computer and Information Sciences and Biomedical Engineering from the University of Alabama at Birmingham.

Susan C. Faircloth (an enrolled member of the Coharie Tribe of North Carolina) is Professor and Director of the School of Education at Colorado State University. Dr. Faircloth’s research interests include: Indigenous education, the education of culturally and linguistically diverse students with special educational needs, and the moral and ethical dimensions of school leadership. She has published widely in such journals as *Educational Administration Quarterly, Harvard Educational Review, The Journal of Special Education Leadership, International Studies in Educational Administration, Values and Ethics in Educational Administration, Tribal College Journal of American Indian Higher Education, Rural Special Education Quarterly*, and *Journal of Disability Policy Studies*.

Arne R. Flaten is Head of the Patti and Rusty Rueff School of Design, Art, and Performance and Professor of Art History at Purdue University. Growing up in a diplomatic family, Arne Flaten (Ph.D., Indiana University-Bloomington) lived and studied in Europe, the Middle East and Africa. His research has been supported by the Fulbright Commission; the Getty Research Institute; the Kress Foundation; the National Gallery of Art, Washington; the NEH; the NEA, and the Renaissance Society of America. A member of Phi Beta Kappa, Flaten was elected to the European Academy of Science and Arts—Salzburg in 2014.

Barbara Golden is a Professor in the Department of Biochemistry at Purdue University. She has served as the Interim Assistant Dean for Graduate Education and Faculty Development in the College of Agriculture. In this role and many others she has participated in multiple initiatives to address mentoring needs of faculty and graduate students. She has participated in faculty promotions at many levels from candidate to college- and university-level review panels.

Rao S. Govindaraju is the Bowen Engineering Head and Christopher B. and Susan S. Burke Professor in the Lyles School of Civil Engineering. His primary areas of research include surface and subsurface hydrology, contaminant transport, watershed hydrology, and climatic influences. He specializes in problems dealing with uncertainty and spatial variability. He has chaired national level committees, and has served on the editorial boards of several journals. He is currently the Editor-in-Chief of the *Journal of Hydrologic Engineering*, American Society of Civil Engineers. His work has been recognized with numerous national and international awards.
Andrew Hirsch is Professor Emeritus of Physics at Purdue University. He joined the faculty in 1981 and served as department head from 1997 to 2007 and again as interim head from 2013 to 2015. He was among the first three faculty to become a Diversity Catalyst. Diversity Catalysts are senior faculty who are committed to improving the climate at the university for all.

Carolyn R. Hodges is Professor of German Emerita and Vice Provost and Dean Emerita, Graduate School, University of Tennessee, Knoxville. Her research areas are leadership in higher education and Germany and the African diaspora. She currently serves on the board of the Georgiana Simpson Society for German Diaspora Studies. Her most recent book, co-authored with Olga M. Welch, is Truth Without Tears: African American Women Deans Share Lessons in Leadership (Harvard Education Press, 2018).

Karen S. Hudmon, DrPH, MS, RPh, CTTS, is Professor of Pharmacy Practice at the Purdue University College of Pharmacy and Clinical Professor at the University of California San Francisco School of Pharmacy. She’s a licensed pharmacist and a cancer prevention researcher with 30 years of tobacco research experience and has personally provided tobacco cessation training to more than 30,000 health professionals. Karen was one of the original authors of the Rx for Change: Clinician-Assisted Tobacco Cessation training program, which is used globally to train students and licensed clinicians to apply evidence-based approaches for helping patients quit. Currently, Karen’s research is funded by the NIH and the Indiana State Department of Health.

Vicente M. Lechuga is an Associate Professor of Higher Education at Texas A&M University. His research agenda focuses, in part, on mentoring students and faculty of underrepresented or minoritized backgrounds. He has authored several peer-reviewed articles on mentoring and presented his work at peer-reviewed conferences and invited talks. His most recent work on the topic focuses on culturally responsive mentoring of graduate students, which considers culturally sensitive mentoring practices and behaviors that can be practiced by both faculty of color and white faculty. He is currently engaged in a project that examines, in part, women in engineering’s mentoring experiences at Research I institutions.

Chenell Loudermill, PhD, CCC-SLP, is a Clinical Professor and Director of Clinical Education in Speech-Language Pathology in the Department of Speech, Language, and Hearing Sciences in the College of Health and Human Sciences at Purdue University where she oversees and provides clinical education in speech-language pathology. Chenell has expertise in assessment and treatment of language-based literacy disorders such as dyslexia as well as treating individuals with Autism Spectrum Disorders (ASD) and social skills deficits.

Shalini Low-Nam is an Assistant Professor of Chemistry and Physics. Her research is in the area of cellular biophysics, with an emphasis on quantitative fluorescence imaging. Her 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. She is committed to DEI, an origami enthusiast and enjoys cooking, painting, and disc golf.

Angeline Lyon is Associate Professor in the College of Science at Purdue University. She received her Ph.D. in Biochemistry from the University of Texas in 2009, and did her postdoctoral training in pharmacology and structural biology at the University of Michigan. In 2014, she began her independent career at Purdue University, and was promoted to Associate Professor of Chemistry and Biological Sciences in 2021.

Beth McNeil joined Purdue in 2019 as the Dean of Libraries and School of Information Studies and Esther Ellis Norton Professor of Library Science. She is the author of Fundamentals of Library Supervision (2017), Core Competencies (2002), co-author of Advocacy, Outreach and the Nations Libraries: A Call for Action (2010), Patron Behavior in Libraries: A Handbook of Positive Approaches to Negative Situations (1996), and journal articles on library management, supervision, and human resources topics. She holds a Ph.D. in human sciences from the University of Nebraska-Lincoln, and M.S. in library and information science and A.B., English, from the University of Illinois-Urbana Champaign.
SPEAKER BIOS

**Krishna Nemali** is Associate Professor of Horticulture and Landscape Architecture at Purdue University. Dr. Nemali has responsibility for extension, research, and teaching activities related to Controlled Environment Horticulture. He has published nearly 30 scientific articles and 25 extension publications and received several federal and industry grants. He is a recipient of Diversity Unsung Hero Award, Purdue University Cooperative Extension Specialists Association (PUCESA) Early Career Award and recognized as scholarship of engagement fellow, societal impact fellow, and entrepreneurial learning academy fellow at Purdue University.

**Greg Shaver** is a Full Professor, University Faculty Scholar, College of Engineering Early Career Research Award recipient, and Fellow of ASME and SAE. He joined the Purdue faculty in 2006. He is focused on creating challenging, interesting, relevant, career-launching research and learning opportunities for Purdue students. His research program is dedicated to clean, safe, and efficient commercial vehicles. Greg earned graduate and undergraduate degrees from Stanford and Purdue, respectively.

**Julianne Stout MD MBA** is a Clinical Associate Professor of Medicine at Purdue University College of Veterinary Medicine. She brings clinical experience to medical student education. Following the MD degree from Indiana University School of Medicine and a combined Internal Medicine/Pediatrics residency at Vanderbilt Medical Center, she completed her MBA at Purdue University Global in 2020. Currently a Clinical Associate Professor of Medicine with the Indiana University School of Medicine-West Lafayette, on the Purdue campus, her primary faculty appointment is in the Veterinary Administration Department, Purdue College of Veterinary Medicine.

**Dana Tulodziecki** is Associate Professor of Philosophy (College of Liberal Arts) and a current University Faculty Scholar at Purdue University. She works in History and Philosophy of Science and has published widely on scientific progress and theory-change. She is an elected member of the Committee for Integrated History and Philosophy of Science and President-Elect of the Midwest Junto for the History of Science. Her work integrating philosophy of science and historical case studies has been featured on NPR, CNN, Washington Post, History Channel, Popular Mechanics, HowStuffWorks, Radio France, and other venues.

**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, and she currently serves as Assistant Department Head, Veterinary Clinical Sciences.

**Olga M. Welch** is Professor of Instructional Leadership Emerita and Dean Emerita, School of Education, Duquesne University. Her research focus is educational leadership in secondary schools and higher education. She currently serves on the editorial board of the *Journal of Negro Education*. Her most recent book, co-authored with Carolyn R. Hodges, is *Truth Without Tears: African American Women Deans Share Lessons in Leadership* (Harvard Education Press, 2018).

**Yuehwern Yih** is Professor of Industrial Engineering at Purdue University and currently serves as the Academic Director of LASER PULSE ($70 million USAID funded program). She has vast experience in cross-sector collaboration to provide evidence-based research to support field-driven challenges in global development. Some of her work includes an integrated food system for HIV patients in Kenya, an integrated medical supply chain for maternal/child health in Uganda, and a last-mile humanitarian supply chain management system in South Sudan. Dr. Yih received her Ph.D. from the University of Wisconsin-Madison. She is an IISE Fellow and an ELATE Fellow.