

CRN Connect

NEWSLETTER OF THE COACHING AND RESOURCE NETWORK

Congratulations! CRN Mentees promoted this year -

To Associate Professor, *effective August 15, 2022*

Vetria Byrd, Computer Graphics Technology, Polytechnic Institute

Behin Elahi, College of Engineering, Purdue University Fort Wayne

Shweta Singh, Agricultural and Biological Engineering, College of Agriculture and Environmental and Ecological Engineering, College of Engineering

To Full Professor, *effective August 15, 2022*

Jennifer Bay, English, College of Liberal Arts

Susan Lu, Management, Krannert School of Management

To Clinical Associate Professor

Megha Answer, Honors College, *effective August 15, 2022*

Julianne Stout, College of Veterinary Medicine, *effective July 1, 2022*

Note from Mangala Subramaniam, Professor and Butler Chair and Director

Four issues of the CRN Connect newsletter have been put out since August 2021. At a meeting of the CRN mentees in January of this year (2022), there was some discussion of revising the frequency of the CRN Connect and having one issue each at the end of the spring, summer, and fall semester. So, this is the first issue in the revised sequence – spring 2022. Every issue will spotlight two CRN mentees.

Additionally, as requested by the CRN mentees, a column, what can I ask my CRN mentor/s?, will be included in each issue. This column will cover a wide variety of topics and questions that will serve as pointers and examples. CRN mentors and mentees are welcome to write for this column. Send us an email and we can work with you to include your advice and suggestions. Based on discussions with CRN mentors, we now have a CRN members café for sharing mentoring tips. This café is organized once a semester. We also organize a reception for CRN members and mentees each semester.

The CRN was expanded in January 2022. Welcome to the new CRN mentors and mentees – those who joined recently as well as to those who will be starting in fall 2022!

The CRN faculty mentoring initiative and other activities of the Butler Center are made possible by the tremendous support of Purdue's faculty – thank you! I am also very grateful to Provost Jay Akridge for his unwavering support of all we do from the Butler Center. Please take some time from your busy lives to read each issue of the CRN Connect so that we can all celebrate the successes of our faculty!

**SUSAN BULKELEY BUTLER CENTER FOR
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<https://www.purdue.edu/butler/crn-support-circle>



Susan Bulkeley Butler Center for
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EXCELLENCE**

Mentee Spotlight

AZZA AHMED



Dr. Azza Ahmed is an Associate Professor at the School of Nursing. She is a Certified Pediatric Nurse Practitioner and an International Board-Certified Lactation Consultant. Dr. Ahmed's research is focused on developing and testing interventions that support and improve breastfeeding outcomes among vulnerable populations, specifically preterm infants, and low-income mother/infant dyads. She is the Co-founder of LACTOR LLC, an interactive digital breastfeeding monitoring system that promotes the communication between breastfeeding mothers and a lactation consultant to improve breastfeeding continuation and outcomes. Collaboratively, they study biobehavioral factors that affect delayed lactogenesis II and breastfeeding outcomes.

Dr. Ahmed is also interested in improving breastfeeding education among health professionals. Her work was published in top journals in her field such as *Journal of Human Lactation*, *Journal of Obstetrics, Gynecology and Neonatal Nursing*, and *Journal of Pediatric Nursing*. She has been recognized for her research and services nationally and internationally by the Sigma Theta Tau International Honor Society of Nursing's Audrey Hepburn Award for her contribution for the Health and Welfare of Children, Excellence in Nursing Research Award from Delta Omicron Chapter, Sigma Theta Tau International (STTI), and Tony and Mary Hulman Health Achievement Award in the field of Health Science Research, Indiana Public Health Association. She was inducted as a fellow of the American Academy of Nursing in 2019 and recently inducted as fellow of the International Lactation Consultants Association (ILCA). Dr. Ahmed has been an active member in several national and international professional organizations such as STTI, the Midwest Nursing Research Society, and ILCA where she serves as a grant reviewer and chairs that research committee.

Dr. Ahmed has a strong passion to support social justice, equity, and belonging. She is the Director of Diversity, Equity, and Inclusion in the School of Nursing. She works with her team to foster, cultivate, and preserve a culture of equity, diversity, and belonging and create a safe environment where students, faculty, and staff feel comfortable sharing experiences. In her spare time, she loves to cook and maintain her Egyptian culture tradition. She is a mother of three Boilermakers!!

Dr. Ahmed is thankful to the CRN and her CRN mentor (Dr. Kavita Shah) for providing support and wise advice to manage academic life challenges and connecting her to peers in the same situation.

Advice: What can I ask my CRN mentor/s?

Written by Professor Mangala Subramaniam

This issue features: "I need a sounding board ..." with three simple examples.

I want to discuss my summer plans. Am I being too ambitious about what I've planned to complete? Should I narrow it to only a couple of things as an assistant professor? How do you plan your summers now, and back when you were an assistant and associate professor?

I already serve on five committees (not student committees) at the department and college level. I'd like to decline an additional service request I've received. Is that okay?

Follow up questions: How could I word my email response? Can I get your comments on my email? Will I face retaliation?

I'm considering including a COVID impact statement with my annual activities report. I have a draft. I am not sure if I should say anything about my personal circumstances – my aging mother tested positive for COVID-19 and lives in another country. As the only child, I decided to travel and help her. This meant some of my paper submissions to journals were delayed and I also was unable to submit my grant proposal. Should I include this information? How do senior colleagues, including you, react to such statements? Follow up question: Would I be negatively impacted?

Mentee Spotlight

XIANG ZHOU



Dr. Zhou is an assistant professor of counseling psychology in the Department of Educational Studies, College of Education. He received his Ph.D. in Counseling Psychology from the University of Minnesota, Twin Cities, in 2019. He completed his clinical internship at the University of Washington Counseling Center in 2019 and has been a licensed psychologist in Indiana since 2020. As a social scientist, Dr. Zhou is interested in understanding and supporting the holistic well-being of diverse populations from an ecological and prevention science framework. Specifically, the three foci areas of Dr. Zhou's research include 1) investigating etic and emic factors contributing to health disparity among racially and sexually minoritized populations, 2) translating basic science research to develop culturally grounded interventions, particularly parenting interventions, and 3) examining training, dissemination, and implementation of evidence-based interventions into community settings. Since joining Purdue, he has been partnering with the Burmese American Community Institute (BACI) to address relevant health and social equity issues among Burmese American refugee families in Indiana from a Community-Based Participatory Research (CBPR) approach. Dr. Zhou's research has been externally funded by the American Psychological Association (APA) and the Indiana Clinical and Translational Sciences Institute (CTSI), and internally funded by the Purdue Research Foundation (PRF) and the Center For Families (CFF). His research has been featured in interdisciplinary journals, including the *Journal of Affective Disorders*, *Family Process*, and *Behavioral Medicine*. Dr. Zhou has been awarded the departmental outstanding achievement in Discovery over the last two years.

Upon joining Purdue in 2019, Dr. Zhou was referred by Dr. Ayşe Ciftci to connect with CRN and has worked with Drs. Candace Croney and Mangala Subramaniam. He feels very privileged to have these women of color as his mentors as he is learning to navigate a predominantly White institution and the hidden curriculum to professorship. He enjoys yoga, reading fiction, and is an active hiker, all of which has helped him survive the pandemic. Although most of Dr. Zhou's time so far at Purdue has been spent virtually, he looks forward to connecting more in person with colleagues across campus.

Thank You!

I want to thank my mentor – Michael Fosmire for giving me sound advice of when to say 'yes' and when to say 'no'. You have made the tenure process less mentally straining by being a true mentor and providing me with direction and purpose. Thank-you so much for being in this program. - Julia Rogers

Publications

Articles

Ludwig-Beymer, P., Vottero B, Coates A, Blodgett N, Rogers J, McGonigal-Kenney M. 2022 Epub ahead of print. Nursing Faculty Workload: Balancing Fiscal Responsibility and Faculty Satisfaction. *Nurse Educator*. doi: 10.1097/NNE.0000000000001121. PMID: 34698697.

Main, Joyce B., Griffith, Amanda, Xu, Xinrui & Dukes, Alexandra. 2022. Choosing an engineering discipline: A conceptual model of student pathways into engineering. *Journal of Engineering Education* 111(1): 40-64. <https://doi.org/10.1002/jee.20429>.

Wang, Yanbing & Main, Joyce B. 2021. The influence of postdoctoral training on the attainment of faculty careers and academic salaries in the social sciences versus STEM fields. *Studies in Graduate and Postdoctoral Education* 12(3): 384-402. DOI: 10.1108/SGPE-04-2020-0025.

Books

Hoffmann, Elizabeth A.. 2021. *Lactation at Work: Expressing Milk, Expressed Concern, and the Expressive Value of Law*. Cambridge, U.K.; NY, USA: Cambridge University Press.

Awards & Grants

Case, Amanda. Selected to serve as an Advisory Board Member for the National Partnership for Educational Access (NPEA), a national organization that “connects the people, practices, and innovations essential for eliminating barriers to educational access and college and career success for underserved students.”

Case, Amanda Case. 2021-2022 College of Education Outstanding Faculty Engagement Award.

Invited Talks & Conference Presentations

Rogers, J. Updates to documentation, billing, and coding services [Podium presentation]. National Conference for Nurse Practitioners 2021 [Virtual], November 2-5, 2021.

Rogers, J. L., & Baker, M. Cultivating the future of graduate nurses' knowledge acquisition of pathophysiology through multifarious innovative gamification techniques [Podium presentation]. Sigma Theta Tau International 46th Biennial Convention, Indianapolis, IN, November 8, 2021.

Rogers, J. L. Creating a future in nurse education using 3-D interactive visualizations to mind map disease [Poster presentation]. Sigma Theta Tau International 46th Biennial Convention, Indianapolis, IN, November 6-8, 2021.

Baker, M., & Rogers, J. L. Creating Learning Experiences Using Serious Games: Skill Competency Development for Future Nurses [Poster presentation]. Sigma Theta Tau International 46th Biennial Convention, Indianapolis, IN, November 6-8, 2021.

Rogers, J., Ludwig-Beymer, P., & Baker, M. Fostering resiliency in nurse faculty beginning with an orientation program. [Podium presentation]. National League for Nursing Education Summit, Washington, D.C., September 23-25, 2021.

Rogers, J. L. (Host). Acute care for COPD exacerbation [Audio podcast episode]. In *The Nurse Practitioner Podcast*. Wolters Kluwer Health, September 1, 2021.

Featured – University and Extra-university

Main, Joyce. Quoted and referenced in article, “Stagnating Salaries Present Hurdles to Career Satisfaction” by Chris Woolston. November 16, 2021. *Nature Career Feature*. <https://www.nature.com/articles/d41586-021-03041-0>.

Upcoming Butler Center Events & Announcements

- Save the Date! Conference for Assistant Professors, September 15-16, 2022.
- Butler Center's Fall 2022 schedule has several events that will be of interest to faculty. Look for our Fall schedule in August.