



Susan Bulkeley Butler Center for

**LEADERSHIP
EXCELLENCE**

2021 Fall Program

NOTE: EVENT ATTENDEES WILL BE REQUIRED TO ADHERE TO PROTECT PURDUE GUIDELINES. NO EXCEPTIONS WILL BE PERMITTED.

Registration link for all events will be announced in Purdue Today and sent out to the Center's email list about 10 days in advance. Registration for the Conference for Assistant Professors is open [now](#).

August 2021

Wednesday, Aug. 18 3:30-5:00 pm Virtual	Workshop for New CRN Members (by invitation only)
Friday, Aug. 20 11:00 am – Noon YONG 268 (conference room) In-person	WP Series Editorial Board Meeting (by invitation only)

September 2021

Wednesday, Sept. 8 3:00-4:30 pm DAUCH In-person and Live Streaming	Support Circle WEN-U Drop-in Announcing (a) CRN Connect and (b) WGHI as a Collaborative Partner in Support Circle Remarks by Jay Akridge, Provost and Executive Vice President for Academic Affairs and Diversity and Marion Underwood, Dean, College of Health and Human Sciences, & Distinguished Professor, Psychological Sciences, Purdue University. SESSION: Tips and Resources for the New Academic Year In this first kick-off session of the academic year, Support Circle Allies and WGHI partners will share the ways they prepare for the academic year. The group will discuss the following questions. What are some of the resources that you lean on heavily throughout the academic year that you always share out? What are your biggest challenges at the start of each semester and how do you prepare for them? What are some of the ways you plan for supporting or acknowledging others? Panel (all Purdue University): Laura Zanotti, Professor, Anthropology; Patricia Davies, Professor, Mechanical Engineering; Ulrike Dydak, Professor, Health Sciences and Associate Director, Women's
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	<p>Global Health Institute; Karen Foli, Associate Professor, Nursing; Maria Marshall, Professor, Agricultural Economics; Dawn Stinchcomb, Associate Professor, Latin American Literature and Culture; and Dorothy Teegarden, Professor of Nutrition Science and Director of Women's Global Health Institute.</p> <p>Moderator: Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence</p>
<p>Friday, Sept. 17 3:00-4:30 pm East West Faculty Lounge, PMU In-person and Live Streaming</p>	<p>Lead by Example (New Series starting Fall 2021) Roslyn Carter Artis, President, Benedict College, South Carolina Leadership Language: Articulating Purpose, Preparation and Possibility (Open to Purdue and members of ACE-Women's Network of Indiana)</p> <p>The 'Lead by Example' series will feature speakers who model and provide insights about 'how to be' in order for women to gain acceptance to move into/succeed in leadership positions. Time and again, women, particularly women of color, leaders are not well regarded, or they lose credibility because they are perceived as crazy, too demanding, too serious, too opportunistic, and so on. The issue of trying to gain credibility as a leader is complicated but such credibility is necessary to be a leader. In order to gain credibility, women of color, and sometimes women, are compelled to behave in specific and constrained ways. In fact, the reality that there are widely shared beliefs about how women, specifically women of color, must present themselves to gain acceptance as leaders can limit what women can do and how they can lead. Suggesting how to lead may feed into stereotypes of what women of color are expected to conform to. The series will feature women leaders who will consider key questions such as, what communication strategies, qualities or features, or ways of interacting make women, particularly women of color, persuasive, credible, successful, and well regarded?</p>
<p>Monday, Sep. 27 3:00-4:30 pm DAUCH In-person</p>	<p>Reception for CRN Members and Mentees (by invitation only) Details will be shared with invitees.</p>
October 2021	
<p>Tuesday, Oct. 5 Noon-1:30 pm DAUCH In-person and Live Streaming</p>	<p>Support Circle WEN-U Drop-in How Can Leaders Support Faculty?</p> <p>This session is structured as a conversation/discussion with leaders at different levels of the university and from across colleges. The leaders will offer a brief description of their responsibilities and how those relate to understanding culture, colleagues, and support, and how they interface with other leaders. Realistic expectations of how their position functions, and where additional support may reside will be discussed through various vignettes. This 90-minute panel will include about 30 minutes (total) of remarks by all the panelists leaders with most of the time set for a discussion of the vignettes.</p> <p>Speakers (all Purdue University): Kathleen Howell, Hsu Lo Distinguished Professor, Aeronautics and Astronautics; Klod Kokini, Professor, Mechanical Engineering; Candace Crony, Director of the Center for Animal Welfare Science, Professor of Animal Behavior and Well-being; Linda Prokopy, Head, Horticulture & Landscape Architecture, and Professor, Forestry and Natural Resources; Donna Riley, Kamyar Haghghi Head of the School of Engineering Education; Jeffrey Dukes, Professor, Forestry & Natural Resources and Biological Sciences, Director of Purdue Climate Change Research Center, Belcher Chair for Environmental Sustainability.</p> <p>Moderator: Laura Zanotti, Professor, Anthropology & Co-Chair SBBCLE Support Circle.</p>

<p>Wednesday & Thursday Oct. 13 & 14 In-person and Live Virtual</p>	<p>Institutional Resources to Soar to Promotion 12th Annual Conference for Assistant Professors See here for details</p>
<p>October 13 South Ballroom, PMU</p>	<p>9:00 am: Welcome: Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University</p>
	<p>Remarks by Susan Butler</p>
	<p>Opening Remarks: Jay Akridge, Provost and Executive Vice President for Academic Affairs and Diversity, Purdue University</p>
	<p>9:30 – 11:00 am Keynote – On “Kiddo” and Kiddos: Plagues, Permission Structures, and Women’s Progress in Academic Leadership Lynn Pasquerella, President, Association of American Colleges & Universities</p>
<p>East West Faculty Lounge, PMU</p>	<p>11:00 am – 12:30 pm Breakout Session 1: ‘Difference’ that Makes a Difference Breakout Session 2: Collaborating and Networking</p>
	<p>2:15 – 3:30 pm Breakout Session 3: Balancing Research and Teaching Breakout Session 4: Well-Being as a Priority</p>
<p>Memorial Mall</p>	<p>4:00 – 5:00 pm Reception Open to all registrants. Reception will be held under a tent.</p>
<p>October 14 East West Faculty Lounge, PMU</p>	<p>8:15 am Welcome: Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence</p>
	<p>8:20 – 10:15 am Preparing for Promotion/Tenure: Top Tips</p>
	<p>10:30 am – 12:30 pm Workshop: Cracking the Confidence Code Workshop conducted by: Alexis Kanda-Olmstead, Director of Advancement Talent Management, Dartmouth College</p>
	<p>Closing remarks Mangala Subramaniam, Professor and Butler Center Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence</p>

<p>Thursday, Oct. 14 3:00-4:30 pm Virtual-Live only</p>	<p>Workshop Sponsored by Support Circle: Amplify Women and Gender Initiative Workshop Conducted by: Alexis Kanda-Omstead, Director, Advancement Talent Management, Dartmouth College</p> <p>Open to Purdue and members of ACE-Women's Network of Indiana</p> <p>'Me' and 'We': Community Solutions to Combat Internalized Oppression Oppression takes place on many fronts, including within ourselves and our communities. In this session, we will explore the concept of "internalized oppression," which is when an oppressed group believes stereotypes and myths about their own group and uses the methods of oppression against itself. Participants will learn how internalized oppression manifests personally, when women are most susceptible to it, and why it divides women's communities along the lines of identity. A new model for healing and transforming internalized oppression - Amplify Women & Gender Initiative - will be shared along with activities that can be incorporated into your work with women and other marginalized groups.</p>
<p>Wednesday, Oct. 20 3:00-4:30 pm Virtual-Live only</p>	<p>Courageous Conversations Organized by Susan Bulkeley Butler Center for Leadership Excellence and Purdue Policy Research Institute, Discovery Park</p> <p>Topic 1 (in two parts): Global Development, Global Justice: Leading, Engaging, and Doing Research Session 1, Part 1: <u>Led by Susan Bulkeley Butler Center for Leadership Excellence</u></p> <p>Global development and global justice are powerful terms that need to be examined with a critical lens as they are closely intertwined with equity. In the current context of the pandemic, discussions about personal hygiene may seem straightforward in some parts of the world and less so in others because of the lack of access to clean water and food. Additionally, availability and access to vaccines is far from equitable across the globe. Leadership of global institutions and forums could influence equity in profound ways. In Part 1 of the Courageous Conversation, speakers will approach the notion of development with a critical lens and focus on rights and basic needs in enabling equity.</p> <p>Speakers: Kali Rubaii, Assistant Professor, Anthropology, Purdue University; Cameron Fioret, PhD Candidate, Department of Philosophy, College of Arts, University of Guelph, Canada; Joseph Armand Bombardier, CGS Scholar, Department of Philosophy, University of Guelph, Canada; Samantha Fox, Assistant Professor, Sociology and Anthropology, Ohio Wesleyan University; Kelly Ann Naylor, UNICEF's Associate Director for Water, Sanitation, and Hygiene (WASH) & Vice-Chair (elected), UN-Water; Nilupa Gunaratna, Associate Professor, Public Health, Purdue University.</p>
<p>Wednesday, Oct. 27 3-4:30 pm Virtual-Live only</p>	<p>Courageous Conversations Organized by Susan Bulkeley Butler Center for Leadership Excellence and Purdue Policy Research Institute, Discovery Park</p> <p>Topic 1: Global Development, Global Justice: Leading, Engaging, and Doing Research Session 1, Part 2: <u>Led by the Purdue Policy Research Institute (PPRI)</u></p> <p>Following Part 1's discourse, Part 2 of the Courageous Conversation will move discussion to action and policies as well as policy making related to the topics of access to water, food, housing, and leadership in enabling equity. In this session, a panel of engaged researchers, practitioners, and policy influencers will frame possibilities for next steps. Attendance in Part 1 is highly encouraged, but not required to participate in Part 2. Participants will have the opportunity to engage with the panelists to flesh out ideas further. Following the session, participants and others will be invited to join working groups intended to</p>

move potential next steps forward. Following the session, interested attendees will be invited to join working groups to pursue research and/or funding with PPRI and the Butler Center.

Speakers: Mohamed Hilmi, Senior Coordinator and Technical Specialist for Shelter, Settlements, and Disaster Risk Reduction, InterAction. **Additional speakers TBA**

November 2021

Wednesday, Nov. 3
Noon-1:30 pm
DAUCH
In-person and Live
Streaming

**Support Circle WEN-U Drop-in
Session on Wellness, Led by Women's Global Health Institute
Remarks by Theresa Mayer, Executive Vice President for Research and Partnerships, Purdue University.**

This session focuses on mental health in academia, particularly the stress and anxiety felt by women faculty in the hyper-competitive environment of academic research. A panel of researchers on mental health topics and women leaders in academia will offer their perspectives on the issues and share experiences of staying balanced to achieve work-life fulfillment.

Speakers: TBA

Wednesday, Nov. 10
3:00-4:30 pm
Virtual-Live only

**Workshop: Navigating the Invisible: Strategies and Tools to Overcome Adversity, Barriers, and Obstacles
Workshop conducted by: Amy Diehl, PhD
IT Leader, Gender Bias Expert, Speaker**

In today's workplace, unconscious bias and invisible barriers embedded in organizational cultures constrain opportunities for women. Higher education is not immune. While women are 50% of assistant professors, their representation among full professors is only 32.5%. They are also underpaid; full-time female faculty earn only 81% of their male peers' salaries. In this interactive workshop, you will learn to recognize gendered barriers which hold faculty members back in the workplace, along with tools and strategies – individual and institutional - to navigate adversity, barriers, and obstacles.

December 2021

Monday, Dec. 6
Noon-1:30 pm
DAUCH
In-person and Live
Streaming

**Support Circle WEN-U Drop-in
Confronting Stereotyping, Prejudice and Bias**
Session with Margo Monteith, Distinguished Professor of Social Psychology, College of Health & Human Services, Purdue University.

The scientific literature reveals that confrontation can be a powerful means of reducing bias, both by heightening people's awareness of their biases and by making norms against bias salient. Confrontation can also serve as a critical identity-safety cue for individuals who belong to minoritized groups. Discussion will focus on how to confront effectively, and factors that influence both confrontation's effectiveness for reducing bias and the social costs of confronting.

Tuesday, Dec. 7
3:30-5:00 pm
Anniversary Drawing Room,
PMU
In-person and Live
Streaming

Violet Haas, Leadership in Action, & Research Grant Awards Reception

Reception
Open to faculty, staff, and students.

- **Best Practices Tools**

The Butler Center is creating Best Practices Tools that could be useful for faculty and possibly also inform policies/procedures. See [here](#) for the Tools. Tool #4A and #4B on How to Engage in Discussions of Differences Such as Race were posted this summer.

- **Book Series: Navigating Careers in Higher Education**

The book series, ' Navigating Careers in Higher Education', is an initiative of the Susan Bulkeley Butler Center for Leadership Excellence (SBBCLE), Purdue University, West Lafayette (U.S.A) and will be through Purdue University Press. Book proposals can be submitted by anyone in higher education. See [here](#). Also see [Purdue University Press focused on challenges of today](#).

- **CRN Connect**

In an effort to share the accomplishments and news of the CRN mentees widely, we have started a monthly newsletter, CRN Connect. The inaugural issue will be announced on September 8, 2021. See [here](#).

- **For Butler Center, Featured in...** See [here](#).

- **Working Paper Series: Navigating Careers in the Academy; Gender, Race, and Class**

Special issue: Higher Education and COVID-19. See [here](#).

Call for abstracts for the Spring 2022. The deadline for submission of abstracts is January 14, 2022. See [here](#).

- **Workshops**

Workshop offerings are available from the Butler Center. See [here](#).