



Susan Bulkeley Butler Center for
**LEADERSHIP
 EXCELLENCE**

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2022 Spring 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.
- Recordings will not be available for this semester's sessions.

January 2022

Friday, Jan. 7 3-4:30 pm Virtual	Workshop for new CRN members (by invitation only)
Wednesday, Jan. 26 4:00-5:00 pm Virtual	WP Series Editorial Board Meeting (by invitation only)
Monday, Jan. 31 4:00-5:00 pm East Faculty Lounge, PMU Virtual	CRN Mentees Meeting (by invitation only)

February 2022

<p>Monday, Feb. 7 3-4:30 pm DAUCH Alumni Center VIRTUAL</p>	<p>Work-Climate Series Session: Culturally Relevant Leadership: Practices to Support Faculty of Color</p> <p>Discussions in scholarly literature as well as within professional associations and institutions of higher education point to the importance and need for gender parity in leadership. Leaders typically have power, high status and privilege, and leadership in one area opens doors to other opportunities, which further amplify the perks of leadership. Considering the project of diversifying leadership is in progress, the focus of this panel session is on how current leaders can understand, respond, and support underrepresented faculty.</p> <p>Speakers: Susan Faircloth, Professor and Director, School of Education, RISE Center Scholar, Colorado State University, Fort Collins, Colorado; Olga M. Welch, Professor of Instructional Leadership Emerita and Dean Emerita, School of Education, Duquesne University. Moderator: Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University</p>
<p>Wednesday, Feb. 9 Noon-1:30 pm DAUCH Alumni Center VIRTUAL</p>	<p>Meeting: CRN Members and Mentees with Jay Akridge, Provost and Executive Vice President for Academic Affairs and Diversity (by invitation only)</p>
<p>Friday, Feb. 11 Noon-1:30 pm Eleven—restaurant in Union Club Hotel</p>	<p>WEN-U Lunch</p> <p>EVENT CANCELLED</p>
<p>Tuesday, Feb. 15 Noon-1:30 pm DAUCH Alumni Center VIRTUAL</p>	<p>Work-Climate Series/Support Circle Session Session: Managing Adversity: Two Purdue scholars share their experiences navigating life during a crisis and across borders</p> <p>In the midst of the multiple crisis and calls for justice that emerged or intensified in 2020 – the COVID-19 pandemic and the ongoing protests for racial, economic, and environmental justice – people across the world continue to experience anxiety and stress. Among them are campus constituencies including faculty, staff, and students on Purdue’s campus. Everyone is navigating and adjusting to the continuing uncertainty. In this session, Dr. Shweta Singh and Dr. Mariam Alamyar will share their stories - how they managed adversity and the lessons they learned.</p> <p>Speakers (all Purdue University): Shweta Singh, Assistant Professor, Agricultural & Biological Engineering & Ecological Engineering; Mariam Alamyar, Continuing Lecturer, Purdue Language and Cultural Exchange Moderator: Aparajita Sagar, Associate Professor, English</p>
<p>Wednesday & Thursday Feb. 23 & 24</p> <p>February 23 South Ballroom, PMU In-person & Virtual</p>	<p>Charting Your Path to Promotion 4th Annual Conference for Associate Professors</p> <p>11:30 am: Welcome: Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University</p> <p>Opening Remarks: Jay Akridge, Provost and Executive Vice President for Academic Affairs and Diversity, Purdue University</p>

February 24
 South Ballroom, PMU
 In-person & Virtual

1:00 – 2:30 pm

Keynote – Using GPS on Your Path to the Professorship: Growing Professionally and Strategically
 Elizabeth Field Hendrey, Provost and Senior Vice President for Academic Affairs, Queens College, CUNY

3:00 – 4:30 pm

Reception – Dauch Alumni Center

8:30 am: Welcome: Mangala Subramaniam, Professor and Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence, Purdue University

Opening Remarks: Theresa Mayer, Executive Vice President for Research and Partnerships, Professor, Electrical and Computer Engineering, Purdue University

8:45 – 10:15 am

Panel Session 1: Managing Time: Service, Teaching, Mentoring, and Research

Speakers: Vicki Baker, Professor, Economics and Management, Albion College; Lynn Taylor, Retter Professor of Pharmacy, Purdue University; Greg Shaver, Professor, Mechanical Engineering, Purdue University; Margaret Gitau, Associate Professor, Agricultural and Biological Engineering, Purdue University; Amy Cook, Professor of English and Associate Dean, College of Arts and Sciences, Stony Brook University; Manushag Powell, Professor, English & Secretary of Faculties, University Senate, Purdue University.

Moderator: Julio Ramirez, Karl H. Kettelhut Professor in Civil Engineering and NHERI-NCO Center Director, Purdue University.

Maintaining focus after tenure by managing time in considering commitments to teaching and service have been discussed extensively by scholars particularly in the context of the slow pace of women's promotion to full professor rank. Additionally, the kinds of service that women and women of color engage in are explained as those that they care about and so have a desire to contribute. But these are often viewed as less prestigious, more time-consuming, or 'merely token. What tips can you provide to associate professors do to manage time? And, how can institutional leaders contribute to this discussion, particularly by reconsidering contributions? Each speaker will have about 10 minutes to make three initial main points which will be followed by a discussion along with Q&A/comments from all attendees. Please note that attendees are from within and outside Purdue.

10:30 am – 12:30 pm

Panel Session 2: Promotion to Full Professor

Speakers: Jocelyn Bolin, Professor, Educational Psychology, Ball State University; Marion Underwood, Dean, College of Health and Human Sciences & Distinguished Professor, Psychological Sciences, Purdue University; Richard Kuhn, The Trent and Judith Anderson Distinguished Professor of Biological Sciences, Purdue University; Carol Ott, Clinical Professor, Pharmacy Practice, Purdue University; Chrys Demetry, Professor, Mechanical Engineering & Co-PI, WPI-ADVANCE, Worcester Polytechnic Institute; Jill Newton, Professor, Mathematics Education, Purdue University; Rod Williams, Assistant Provost for Engagement, Office of Engagement & Professor, Herpetology, Purdue University.

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

This panel session returns this year because of the positive feedback from the past two years conference attendees. The main goal of this session is to gain insights into the promotion process from scholars that is those who have studied challenges to being promoted, from those who have experience with being promoted recently and not so recently, as well as from those who are/have been involved in the review process. The 2-hour panel session will comprise two parts. In the first part, each speaker will have 5

	minutes to provide three main tips for promotion and in the second part, the session will be open to Q&A/comments from all attendees. Please note that attendees are from within and outside Purdue.
March 2022	
<p>Friday, March 4 Noon-1:30 pm Krannert Center Room 124 VIRTUAL</p>	<p>Lead by Example Series Talk by Lynn Wooten, President, Simmons University, Boston, MA Title of Talk: Academic Leadership from Anywhere on the Stage: Balancing the ‘me’ and ‘we’</p> <p>Started in fall 2021, the ‘Lead by Example’ series features speakers who model and provide insights about ‘how to be’ in order for women to gain acceptance to move into and 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>Tuesday, March 8 11:30 am – 1:00 pm DAUCH Alumni Center VIRTUAL</p>	<p>International Women’s Day – Talk & Lunch Talk by Amelia Rose Earhart (follows her namesake Amelia Mary Earhart, the aviation pioneer, who was at Purdue in the 1930s). Title of talk: TBA</p>
<p>Thursday, March 24 3-4:30 pm DAUCH Alumni Center</p>	<p>CRN Members Café: Sharing Mentoring Tips (by invitation only).</p>
<p>Friday, March 25 Noon-1:30 pm DAUCH Alumni Center</p>	<p>Support Circle Panel Session Handling Privilege in Academic Space: Being cognizant of culture/racial/class/gender/ableist/heteronormative/ageist privilege</p> <p>Privilege is about power. It shapes experiences across formal and informal spaces in academia. Privilege can be infused in interactions among and between faculty, staff, and students. The interactions may involve verbal and/or nonverbal cues, expression of emotions, and accent. How do we think about privilege and culture in interactions? And what does that imply for conforming to normative standards and demanding assimilation? Purdue has a significant number of BIPOC faculty, postdocs, and students and so being cognizant of varying life experiences is key to enabling inclusion. The speakers will share experiences and suggest strategies for being responsive to those who are less privileged because of ‘differences’ such as gender and race among others, including their intersections.</p> <p>Speakers (all Purdue University): Elena Benedicto, Professor, English; Annabelle Lin Atkin, Assistant Professor, Human Development and Family Studies; Steve Beaudoin, Professor, Chemical Engineering and Chair, Purdue University Senate; Nasreen Lalani, Assistant Professor, Nursing; Dawn Stinchcomb, Associate Professor, Spanish and Latin American literature, School of Languages and Cultures; Greg Shaver, Professor, Mechanical Engineering</p> <p>Moderator: Maria I. Marshall, Professor, James and Lois Ackerman Endowed Chair in Agricultural Economics</p>

<p>Tuesday, March 29 Noon-1:30 pm DAUCH Alumni Center</p>	<p>Distinguished Women Scholars Award Luncheon (by invitation only)</p>
<p>Tuesday, March 29 3:30-5:00 pm Anniversary Drawing Room, PMU</p>	<p>Distinguished Women Scholars Awards Reception Open to Campus Community</p>
<p>April 2022</p>	
<p>Friday, April 4 3:00-4:30 pm DAUCH Alumni Center</p> <p>To be held in Fall 2022</p>	<p>Work Climate Series - Enabling Equitable Allocation of Service and Teaching: Sharing from an exercise in progress</p> <p>Scholars have long discussed the complexities of the faculty workload, particularly the time spent in teaching and service work (cf. O'Meara et al 2017). Specifically, many studies have found that female faculty and faculty of color engage in more campus service than their white male colleagues and that this difference becomes more pronounced as faculty move along in their careers and focus more on teaching and teaching-related activities (see Carrigan, Quinn, & Riskin 2011; Misra et al. 2011 among several others). Moreover, the kinds of campus service that women engage in are often less prestigious, more time-consuming, or "token" (Misra et al. 2011). At the same time, there are some who show that are only few gender differences after considering rank, discipline, career stage, and type of institution (cf. Mitchell & Hesli 2013). How can institutions enable equitable allocation of teaching and service work? The speakers share an in-progress exercise which tracks both teaching and service assignment details of faculty members during a semester. The transparency in the allocation can allow for ensuring equity and even an improved work-climate.¹</p> <p>Speakers (all Purdue University): Donna Riley, Kamyar Haghighi Head of the School of Engineering Education; Yuehwern Yih, Professor, Industrial Engineering and Academic Director, LASER PULSE; Mangala Subramaniam, Professor & Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence.</p>
<p>Wednesday, April 6 8:00-9:00 am TBD</p>	<p>WEN-U Breakfast</p>
<p>Friday, April 8 10-noon LIVE-VIRTUAL</p>	<p>Workshop: Gender bias and intersectionality – basic module</p> <p>Stereotypes and the biases on which they are based present a subtle but powerful obstacle for women and faculty of color in institutions of higher education. People are less likely to openly admit to negative stereotypes and biases today than in the past. Nevertheless, they remain powerful in this quieter form. Bias is manifested as sexism, racism, ethnocentrism, or as intersections of these differences (including ability and age). In addition, the structure of higher education and the culture of the workplace deter women from being productive and being heard; and women of color are often viewed as token representation. This workshop is a basic module that will enable discussing gender, intersectionality, and bias to better understand each other, make interactions more meaningful, and improve overall climate for all. Strategies – individual and institutional – to address bias are discussed.</p> <p>Workshop conducted by (all Purdue University): Ximena Bernal, Associate Professor, Biological Sciences; Jennifer Freeman Marshall, Associate Professor, Department of English and Interdisciplinary Studies; Mangala Subramaniam, Professor & Butler Chair and Director, Susan Bulkeley Butler Center for Leadership Excellence; and Laura Zanotti, Professor, Anthropology</p>

<p>Wednesday, April 13 Noon-1:30 pm East Faculty Lounge, PMU</p>	<p>Support Circle Workshop: Mitigating Stress and Anxiety Focusing on faculty and staff, this workshop session will outline what stress is in the mind and body, mild -moderate-severe. The session will consider automatic reactions to stress and purposeful reactions to stress, and several interactive stress management exercises. Workshop conducted by: Amanda Hathcock, LLPC, NNC, Behavioral Health Counselor, Center for Healthy Living</p>
<p>Friday, April 22 8:00 am – 4:30 pm Virtual & Live</p>	<p>ACE-WN-IN Conference (Details will be available in February)</p>
<p>Thursday, April 28 3-5 pm Monday, May 2 3:30 – 5:00 pm Anniversary Drawing Room, PMU</p>	<p>Reception for CRN Mentors and Mentees (by invitation only)</p>

Susan Bulkeley Butler Center for Leadership Excellence

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- **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 focused on documenting impact of COVID, how to engage in discussions of race, and how to assess faculty COVID impact statements using an equity lens.

- **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 started a monthly newsletter, CRN Connect in fall 2021. See past issues including the inaugural issue [here](#).

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

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

Fall 2021 issue: see [here](#). Spring 2022 issue will be available at the end of the spring semester. The deadline for submission of abstracts for the fall 2022 issue is August 19, 2022. See [here](#).

- **Workshops**

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

¹ References:

- Carrigan, C., Quinn, K., & Riskin, E. A. 2011. "The gendered division of labor among STEM faculty and the effects of the critical mass." *Journal of Diversity in Higher Education* 4(3): 131–146.
- Misra, J., Lundquist, J. H., Holmes, E. D., and Agiomavritis, S. 2011. "The ivory ceiling of service work." *Academe*. 97: 2–6.
- Mitchell, S. M., & Hesli, V. L. 2013. "Women don't ask? Women don't say no? Bargaining and service in the political science profession." *Political Science and Politics* 46(2), 355–369.
- O'Meara, KerryAnn, Alexandra Kuvaeva, Gudrun Nyunt, Chelsea Waugaman, Rose Jackson. 2017. "Asked More Often: Gender Differences in Faculty Workload in Research Universities and the Work Interactions That Shape Them." *American Educational Research Journal*. 54(6): 1154–1186

