"I HAD THE OPPORTUNITY TO ATTEND THE KEYNOTE LECTURE AT THE INAUGURAL CONFERENCE FOR ASSOCIATE PROFESSORS. OVER THE YEARS, I HAVE HEARD MANY LECTURES ON THE CHALLENGES FACED BY WOMEN, ESPECIALLY WOMEN OF COLOR IN ACADEMIA. THIS LECTURE AT THE BUTLER CENTER WAS ONE OF THE BEST, PERHAPS THE BEST, I HAVE HEARD ON THIS TOPIC IN MANY YEARS."

— Rodrigo Bañuelos
Professor of Mathematics
Department of Mathematics
Purdue University

"THE CONFERENCE FOR PRE-TENURE WOMEN WAS AN UNQUALIFIED SUCCESS. THE TOPICS RESONATED STRONGLY WITH THE YOUNG FACULTY WHO CAME AND I HEARD MANY APPRECIATIVE COMMENTS FROM THE ATTENDEES. I BELIEVE THIS TYPE OF CONFERENCE AT PURDUE IS A GREAT PROFESSIONAL DEVELOPMENT OPPORTUNITY."

— Teresa Sullivan
President Emerita, University of Virginia
Keynote speaker at the 2018 Conference for Pre-tenure Women
AT THE SUSAN BULKELEY BUTLER CENTER FOR LEADERSHIP EXCELLENCE, our mission is to develop leadership capacity of faculty, especially for women, through educational seminars, workshops, and conferences. We advance inclusion to broaden representation in academic decision-making. The center facilitates sharing experiences of higher education through scholarship, research, and collaboration. We provide opportunities to enhance both aspiring and experienced leaders' abilities to manage today’s complex institutions.

The center is now a pivotal institution for faculty on Purdue’s campus. Since 2017, the center’s efforts have revolved around two key strategies. The first strategy is focused on events and conferences as part of professional development and leadership and on fostering a climate of inclusion for faculty, particularly for women and underrepresented minorities. The second strategy emphasizes research and recognition that provides insights for workshops, interventions, and university policymaking in ways that will enable the success of women faculty.
HISTORY

The Susan Bulkeley Butler Center for Leadership Excellence (SBBCLE) started in 2004 when Susan Bulkeley Butler, a former member of Purdue’s Board of Trustees and a 1965 alumna of the Krannert School of Management, donated $3.65 million to endow the Center for Leadership Excellence and a chair with the same name (Butler Chair).

Starting in 2018, the center has two new endowments from two first-time donors to Purdue. They are the Ketan and Tana Sheth Family endowment and the Meghana and Vinayak Ranade Family endowment.

The center organizes a variety of events including panel sessions, workshops, conversations about inclusion, roundtables, and conferences to steer faculty success. Additionally, research focused on various aspects of higher education is gaining ground.

RECOGNITION

The Susan Bulkeley Butler Center for Leadership Excellence proudly recognizes individuals, programs, and departments that have facilitated the advancement of women in hiring, promotion, education, and salary, or have enhanced a positive professional climate for women at the University, have shown exemplary leadership, and contributed to developing leadership. To learn more about our recognition and awards, go to purdue.edu/butler/awards.

- Violet Haas Award (VHA)
- Leadership in Action Award (LIAA)
- Distinguished Women Scholars (DWS)

Two endowments that began in 2018 partially fund two new research project grants annually, on varying topics. The center contributes funds to both awards. In addition, a donation funds three graduate student travel awards annually.

- SBBCLE Research Grant for Assistant Professors
- SBBCLE Research Grant for Associate Professors
- Graduate Student Travel Award
CONFERENCES

The center holds two annual conferences targeting assistant and associate professors to ensure they advance in their careers. Such advancement can open opportunities for women to move into leadership roles. Find out more about the conferences: purdue.edu/butler/events/conferences.

Started in fall 2010 with the goal to invest in women and provide them with the information and strategies they need to succeed, the Conference for Pre-Tenure Women aims to ensure the tenure and promotion of women faculty, which is essential for retention and building leadership capacities. The annual conference brings female — and male — faculty, especially assistant professors, from across the country to Purdue’s campus to discuss, share information, learn strategies, and meet with others in an effort to especially raise women’s success in earning tenure.

An annual conference for associate professors was created in spring 2019 in an effort to strategically invest in women to help them maintain momentum and advance to full professorships. This will facilitate women’s entry into leadership positions.

Both conference programs include sessions such as:

- Preparing for Tenure
- Difference in the Academy: Difference that Makes a Difference
- Strategies for Building Collegiality and Addressing Climate Concerns

And workshops such as:

- Writing Practice and Finding More Time for Research and Writing
- Maintaining Momentum and Increasing Influence After Tenure

THE SUSAN BULKELEY BUTLER CENTER’S WORKSHOPS, PANELS, AND CONVERSATIONS ARE SO POWERFUL THAT I FELT NEWLY EMBOLDENED TO OUTLINE A STRATEGY FOR PROMOTION FROM ASSOCIATE TO FULL PROFESSOR. I AM THANKFUL I COULD CULTIVATE SUPPORT FROM THIS CENTER.”

— Sandra Sydnor | Associate Professor | School of Hospitality and Tourism Management | Purdue University
COACHING AND RESOURCE NETWORK

The Susan Bulkeley Center for Leadership Excellence, in partnership with ADVANCE-Purdue, initiated the Coaching and Resource Network (CRN) for assistant and associate professors (tenure-track/tenured/clinical) in spring 2019. CRN members coach and mentor faculty beyond disciplinary needs and requirements and develop a long-term, ongoing relationship. For more information, go to purdue.edu/butler/crn/description.html.

What can the CRN do?

- **Build a network of valuable professional connections**
- **Benefits of having coach/mentor outside your college which include:**
  - Facilitating candid conversations about concerns especially outside the unit
  - Varying perspectives on issues and on navigating academic spaces

WORKING PAPERS SERIES

NAVIGATING CAREERS IN ACADEMIA: GENDER, RACE, AND CLASS

The Susan Bulkeley Butler Center for Leadership Excellence, in partnership with ADVANCE-Center, introduced a Working Paper Series in spring 2018 that focuses on navigating careers in the academy. This peer-reviewed series serves as a way to document and share interventions, practices, and processes developed or utilized by faculty, staff, and graduate students at Purdue.

The Working Paper Series has two editions during an academic year — one in the fall semester and one in the spring semester. Visit purdue.edu/butler/working to read published issues.
2017-2018 Highlights

- **Conversations About Inclusion**
  Success and productivity of women and faculty of color is dependent on building a more inclusive climate. The sessions in this series attracted an average of 50-102 attendees. Purdue faculty, staff, and students including the Provost participated in panels on the following topics:
  - Inclusion Through Inter-Group Dialogue
  - Gender and Race/Ethnicity in Navigating Faculty/Student Relationships
  - Sensitivity about the Intersections of Gender, Race/Ethnicity, Sexuality and Nationality to Enable an Inclusive Campus
  - Inclusivity in Mentoring
  - Strategies for Inclusion: A Vision for Purdue University
  - Role of Religion in Inclusion
  - Everyday Practices that can Foster Inclusion

- **Workshops**
  - Salary Negotiation workshop focused on addressing gender gap issues. Mid-Level Leadership workshop offered to faculty and staff. Both workshops were conducted by American Association of University Women.
  - Coaching Sessions conducted by Susan Butler.

- **Faculty Workloads and Rewards Panel**
  Discussed institutional efforts for organizational equity and gender differences in faculty workloads. Speakers: Sharon Bird, Professor and Head, Sociology, Oklahoma State University and KerryAnn O’Meara, Professor, Higher Education, Director, ADVANCE Program for Inclusive Excellence, University of Maryland.

- **8th Annual Conference for Pre-Tenure Women**
  Featured keynote speakers Jessica Bennett, New York Times Contributing Writer and Author, and Beronda Montgomery, Foundation Professor & Assistant Provost for Faculty Development–Research, Michigan State University. The conference attracted nearly 200 attendees from within and outside Purdue.
2018-2019 Highlights

- **Roundtables**
  Goal is to discuss diversity and inclusion in higher education on campus, and to disseminate academic research that can enable faculty and department leaders to develop strategies and institutional initiatives that can facilitate the success of faculty, staff, and students and contribute to the leadership pipeline. Topics:
  - Bias and Inclusion
  - Hiring and Retaining
  - Collegiality in Higher Education
  - Avoiding Bias- Crafting Curriculum
  - Excellence and Diversity

- **Did You Know? Information About Resources on Campus**
  Goal of this series is to share information about campus resources for success of faculty, staff, and students. Topics:
  - Teaching Resources- Emphasis on Undergraduates
  - Residential Academic Initiatives: Faculty-Student Interface
  - Cultural Centers as Resources

- **Conferences**
  - 9th Annual Conference for Pre-Tenure Women: Keynote speakers were Teresa Sullivan, President Emerita and Professor, University of Virginia, and Mia Tuan, Professor and Dean of College of Education, University of Washington. The conference attracted over 250 attendees from within and outside Purdue.
  - Inaugural Conference for Associate Professors (see brochure).

- **Information about Commercializing Research**
  Butler Center partnered with Purdue Foundry for this panel session to discuss the services provided for commercialization of research, particularly because women faculty members are less likely to commercialize their research. Two women faculty members shared their experiences.
2019-2020 Highlights

- **Roundtables**
  Goal is to discuss diversity and inclusion in higher education on campus, and to disseminate academic research that can enable faculty and department leaders to develop strategies and institutional initiatives that can facilitate the success of faculty, staff, and students and contribute to the leadership pipeline. Topics:
  - Work-Life Balance
  - Faculty Retention

- **Panel Sessions**
  Topics:
  - Trends In Higher Education: implications for Faculty
  - Enabling Conversations about Inclusions
  - Strategies for Addressing Gender Bias in Letters
  - What Leaders Should Know & Do: Gender, Race, Culture and the Why, When, and How of Macroaggressions

- **Conferences**
  - 10th Annual Conference for Pre-Tenure Women: Keynote speakers were Neeli Bendapudi, President, University of Louisville, and Marta Tienda, Maurice P During Professor in Demographic Studies and Professor of Sociology and Public Affairs, Princeton University
  - 2nd Annual Conference for Associate Professors: Keynote speaker Pamela E. Scott-Johnson, Dean, College of Natural and Social Sciences and Professor of Psychology, California State University Los Angeles.
    - Workshop: Every semester needs a plan

- **The OpEd Project Workshop**
  The Butler Center co-sponsored with Center for Environment and Discovery Park’s Purdue Policy Research Institute to bring the OpEd Project Workshop, a one-day, highly interactive workshop focused on time-tested models of transformational learning around knowledge and impact, exploring the source of credibility and presenting ideas quickly and powerfully under pressure, along with other topics.