

REMARKS OF THE SENATE CHAIR



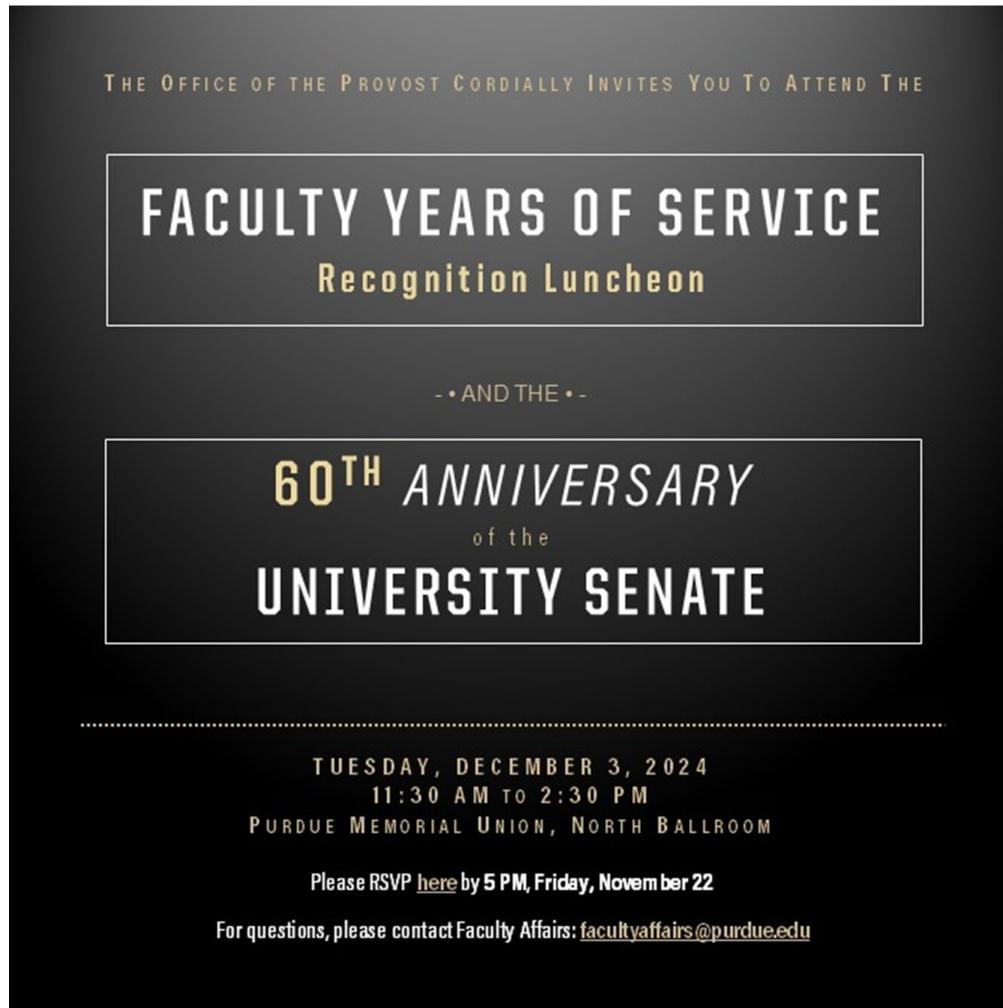
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60th Anniversary Celebration of the Senate



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Faculty Leaving Academia

CAREER FEATURE | 31 May 2022

Has the 'great resignation' hit academia?

A wave of departures, many of them by mid-career scientists, calls attention to widespread discontent in universities.

By [Virginia Gewin](#)



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Faculty Leaving Academia

Leaving the lab

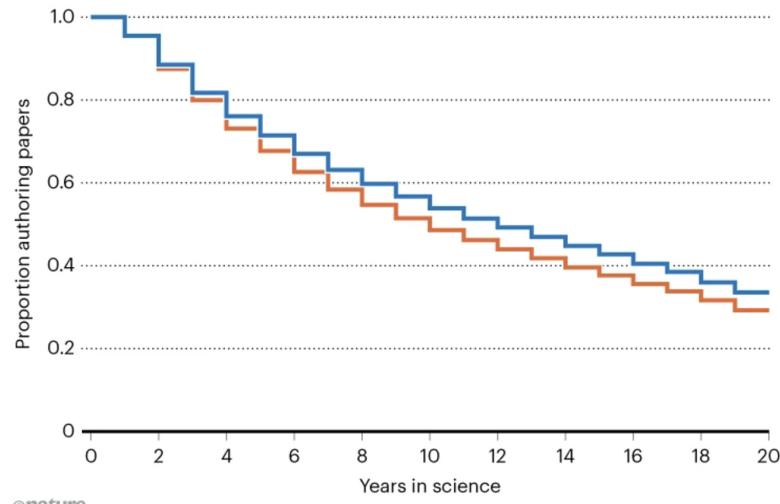
Kwiek and his colleagues tracked the publishing careers of two groups – 142,776 scientists (52,115 of whom were women) who began publishing in 2000, and 232,843 scientists (including 97,145 women) who began publishing in 2010.

The scientists were based in countries including the United States, Japan, South Korea and nations across Europe, and they represented 16 scientific disciplines.

ACADEMIC EXODUS

Of more than 140,000 scientists who began their careers in 2000, less than half were still publishing 15 years later.

— Men — Women



©nature



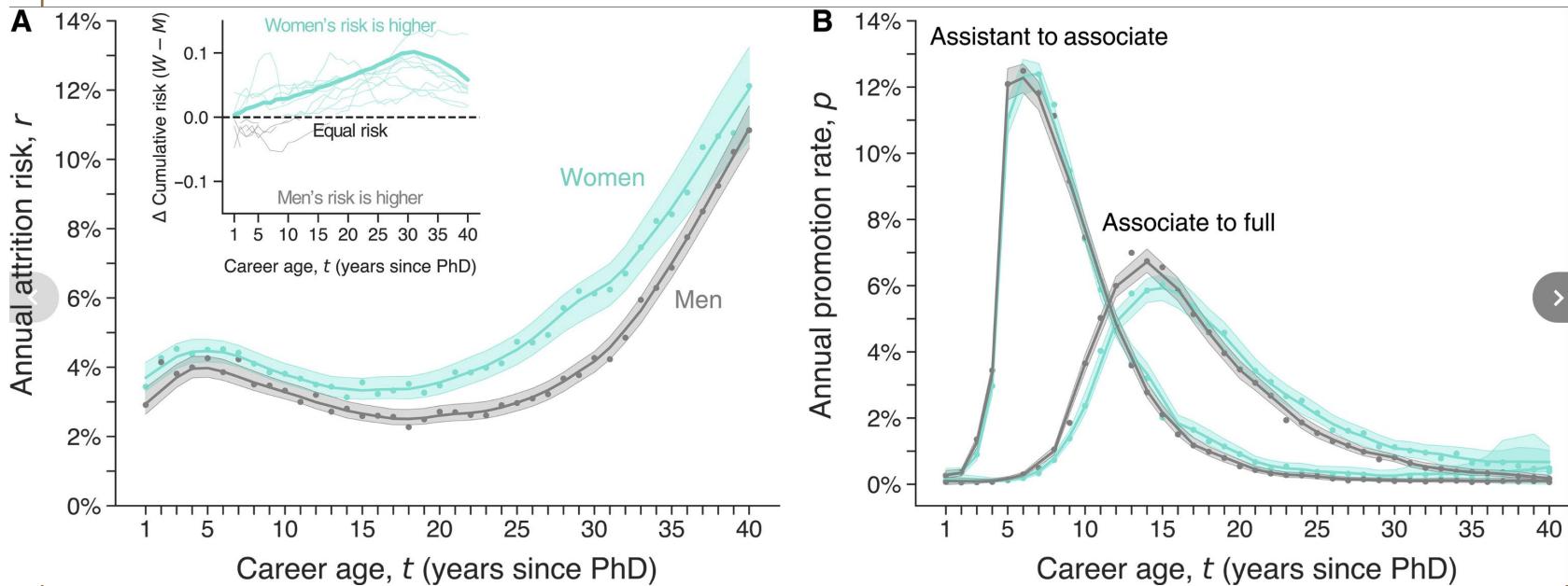
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Faculty Leaving Academia: Women more likely



SCIENCE ADVANCES | RESEARCH ARTICLE

SOCIAL SCIENCES

Gender and retention patterns among U.S. faculty

Katie Spoon^{1*}, Nicholas LaBerge¹, K. Hunter Wapman¹, Sam Zhang², Allison C. Morgan¹, Mirta Galesic³, Bailey K. Fosdick⁴, Daniel B. Larremore^{1,5}, Aaron Clauset^{1,3,5*}

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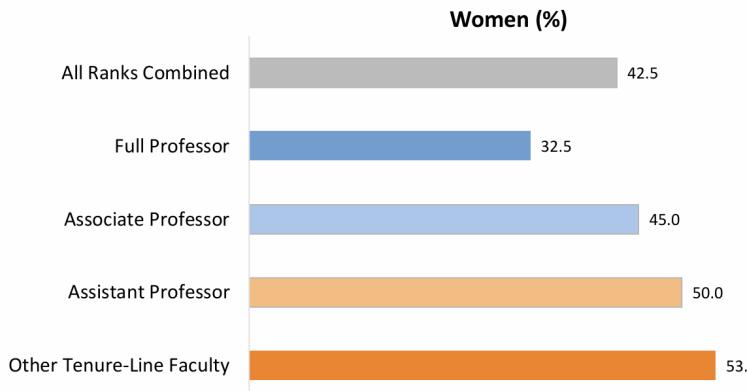
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Female Faculty by Rank

FIGURE 4

Representation of women among full-time tenure-line faculty members decreases with progression in rank.

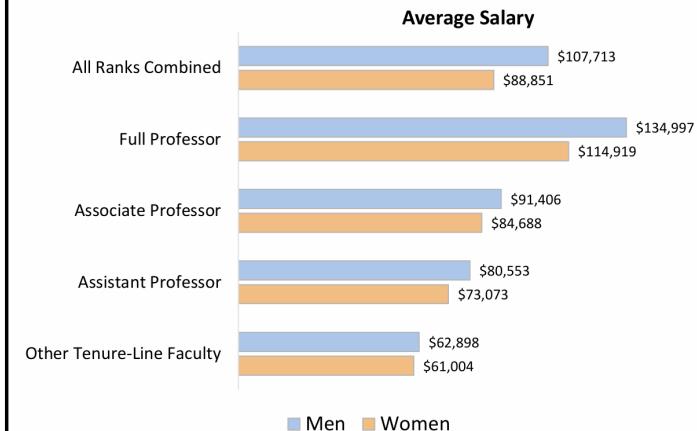


Note: This figure represents non-profit, degree-granting postsecondary institutions only (N = 1,903). The rank "Other Tenure-Line Faculty" includes some tenure-line faculty with the titles "Lecturer" or "Instructor," although most faculty members with these titles are non-tenure-track.

Source: IPEDS HR survey component, 2018–19 provisional release. Data compiled by the AAUP Research Department.

FIGURE 5

Full-time tenure-line women faculty members earn less than men at all ranks.



Note: This figure represents non-profit, degree-granting postsecondary institutions only (N = 1,903). The rank "Other Tenure-Line Faculty" includes some tenure-line faculty with the titles "Lecturer" or "Instructor," although most faculty members with these titles are non-tenure-track.

Source: IPEDS HR survey component, 2018–19 provisional release. Data compiled by the AAUP Research Department.

Women make up just 29 percent of presidents at research universities, according to data from the American Council of Education, and 33 percent of presidents across all of higher education.

Purdue 2024	Women (%)
Professor	22.7%
Associate Professor	38.2%
Assistant Professor	38.6%



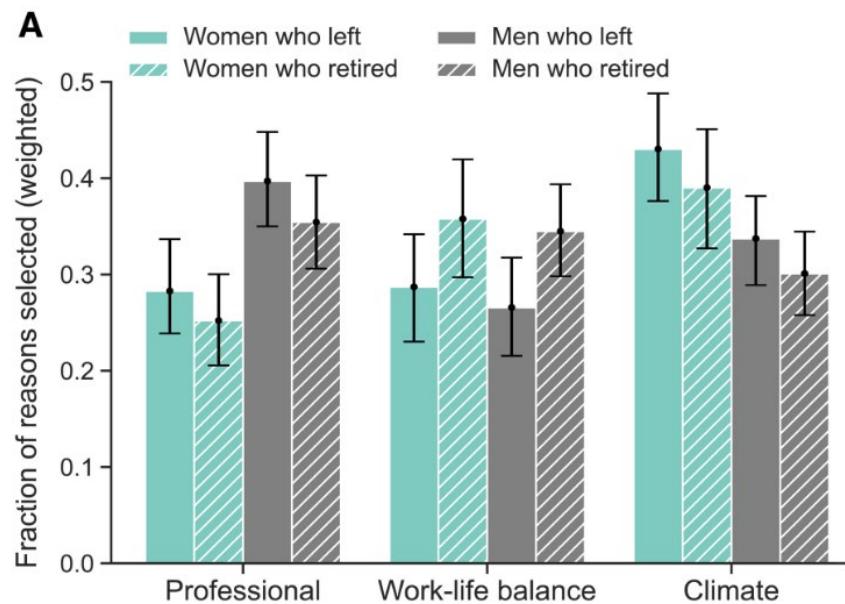
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Why are faculty leaving?

- Women: workplace climate, such as harassment, discrimination, dysfunctional department leadership, and feelings of not belonging
- Men: difficulty obtaining funding or poor administrative support



What can higher ed do to stop the exodus?

- Commit to faculty development across the career lifespan
- Open and honest communication
- Increase equity and transparency
- Enact parent-friendly policies & improve child-care
- Leadership development for faculty
- Collaborative culture

Improving the climate of our working environment

- Take the other person's perspective
- Show empathy toward others
- Give others the benefit of the doubt
- Be willing to have that tough conversation
- Find a common ground that can be a starting point
- Listen: no technology, eye contact, full attention
- Make your communication clear, concise, and complete
- Be honest, transparent, professional and respectful
- Be clear in expectations
- Give everyone a chance and opportunity

COMMUNICATING WELL AT WORK



Improve your workplace communication with five key people-first skills that enhance relationships, boost productivity, and build trust. Read the most recent research blog post by CWW's own Kasie Roberson for practical skills to level up how you communicate at work.

[Read Now](#)



THANK YOU!

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