

## NSF PAID-ADVANCE Grant Project

The National Science Foundation (NSF) PAID-ADVANCE grant is a partnership between Florida International University (FIU) and the University of Michigan (UM). The project at FIU advances knowledge and understanding of best practices for hiring and retaining an excellent and diverse faculty in order to increase the participation and advancement of women and minority faculty in the sciences.

The proposed project activities will advance knowledge and understanding of gender issues in academia by demonstrating the importance of actively recruiting and hiring women faculty for achieving excellence in research, teaching and service.

## PROGRAM

### 10 a.m. WELCOME FROM SPONSORS

#### **SUZANNA ROSE, Ph.D.**

Rose is Executive Director of the School of Integrated Science and Humanity at FIU, Professor of Psychology and Women's Studies, and former Senior Associate Dean of the College of Arts & Sciences.

#### **JOYCE ELAM, Ph.D.**

Elam is Dean of the University College at FIU, the James L. Knight Eminent Scholar Chair, Professor in Management Information Systems and former Executive Dean of the College of Business Administration.

#### **MAYRA BEERS, Ph.D.**

Beers is Director of Operations and the James L. Knight Research Fellow for the Center for Leadership in the College of Business Administration.

#### **MEREDITH NEWMAN, Ph. D.**

Newman is Senior Associate Dean for the College of Arts & Sciences, Professor of Public Administration at FIU, and co-author of *Emotional Labor and Crisis Response: Working on the Razor's Edge* (2012).

### 10:30 a.m. KEYNOTE ADDRESS: A Guide to Navigating the Gendered Leadership Labyrinth in Academia

Professor Stephanie Goodwin, Wright State University

Despite 50+ years of increased participation in the labor force, women remain underrepresented in positions of leadership and power across industrial, political and educational institutions, including institutions of higher education. Why are there still so few women at the top? Social psychological research points to persistent—often unintentional—gender biases that pose barriers for women when it comes to achieving and succeeding in leadership roles. This workshop offers participants a primer of gender biases in the workplace, linking these biases to four common barriers for women. Participants will learn and discuss individual and institutional strategies for navigating the gendered leadership labyrinth to foster personal success and gender equity in leadership roles across the academy. Goodwin is Research Professor in the Department of Psychology at Wright State University where she conducts federally funded research on factors that influence whether and when people speak up in response to everyday incidents of bias. She is Program Director for the LEADER Consortium, an NSF ADVANCE initiative supporting the success of women in STEM at four partner institutions in Dayton, Ohio.

### 12 noon NETWORKING LUNCH - Meet and greet your colleagues

#### 1 p.m. PANEL AND DISCUSSION - Risks, Strategies, and Rewards in Planning Your Academic Career

In this presentation, panelists will discuss the risks they have taken and strategies they have used to advance their careers, as well as ways women can work together to promote each other.

Meri-Jane Rochelson

*Professor, English, Chair & Discussant*

Bianca Premo

*Associate Professor, History*

Aya Chacar

*Associate Professor, Management and International Business*

Danielle Clealand

*Assistant Professor, Politics and International Relations*

Purnima Madhivanan

*Associate Professor, Epidemiology*

Rene Price

*Associate Professor, Earth and Environment*

### 2:45 p.m. WRAP UP - Feedback and Evaluation