Navigating Academia

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Who’s in the Room?
Top 5 Recommendations
Say Yes Carefully; Say No Artfully

- Yes
  - Build an adequate service portfolio
  - But do so carefully and with an eye toward your own interests

- No
  - Service and cultural taxation (care labor)
  - Self-advocacy and self-control: be strategic with your time
  - Be wary of the call for volunteers
  - Consider creating a “no committee”
  - Effective communication is key
Create an Academic Persona

- **Self/identity**
  - Early conversations with chair (re: scholarship)
  - Defining area of excellence
- **Cohesive body of work**
  - Finding collaborators, choosing them carefully
  - Establishing independence
- **Bringing your authentic self to work**
  - It’s delicate—take care to manage expectations
  - Academic self
- **Challenges: career development, inclusion, advancement**
  - Seek advice and ask questions (even from administrators)
  - Be aware of barriers (e.g., structural, human, etc.)
Establish a Support System

- Mentorship is critical
  - Culturally aware mentorship: intersectionality
  - Choose wisely
  - Getting what you need means being explicit
- Developmental network
  - External mentors (dept., conferences, alliances)
  - Cohort work groups (boot camps, writing groups)
- Aspirational role models
- Support: retention, advancement, professional/personal growth
- Sponsors
- Self-mentoring (individualized plan should guide your mentoring relationship)
Keep Learning: Pursuing Professional Development

• Leadership development and personal growth
• Pursue opportunities (prioritizing strengths)
• Take on “stretch” assignments, committee work, etc.
• Learn the internal workings of your institution
Be Mindful of the Work-Life Continuum

- Maintain a life outside of work
- Know your purpose
- Prioritize self-care (wellness)
- “I’m not your superwoman”
  - Adaptation
  - Endurance
  - Thriving, not just surviving
- Be clear about what success means for you
Disclaimer: Acknowledging the Structural Challenges

- Higher ed institutions were not created for women or people of color
- Higher ed environments are not race and gender neutral
- Higher ed is replete with hierarchies
- Higher ed reinforces status quo climates that disproportionally rewards individuals who are white, male, heterosexual and upper middle class
- Higher ed administration is complicit in and part of the solution for altering the system that creates structural barriers to advancement for women

*S*ystemic change/reform in higher ed is transformational
Discussion
Challenges, Strategies, Successes
Share
Challenges, Strategies, Successes
Thank you

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