



ADVANCE BU

Advancing and Maintaining Equity

May 2024

Monthly Newsletter

Recognizing Faculty Equity Work

As we launch our Spring 2024 graduates on their way, ADVANCE BU wants to recognize the hard work of faculty who invest in their students, in their disciplines, and in making Bradley a welcoming, caring, diverse and inclusive campus. To that end, we are pleased to announce the inaugural Faculty Award for Excellence in Diversity, Equity and Inclusion. Winners will demonstrate excellence in advancing campus DEI in one or more of the following ways: advocacy, curriculum development, community building, research/creative production, and/or leadership and service. The annual honor (a collaborative effort between ADVANCE BU, the Office of the Provost, and the Division of Diversity, Equity, and Inclusion) will be presented on Founders' Day, along with a monetary award. Application materials for the Fall 2024 award are due by **September 1, 2024**.

[View the Award Guidelines](#)

Spotlight: Bradley Faculty Provide Advice on Navigating the Road to Full Professor

On April 12, 2024 a panel of faculty from across Bradley convened to discuss how to effectively navigate the road to full professor. Pictured (from left to right) below, Professors Kalyani Nair (CCET), Melissa Peterson (EHS), Sara Netzly (CFA), Tony Adams (CFA), Jennifer Robin (FCB), and Demetrice Worley (LAS) shared their tips with session participants.



Take-Away #1

It's worth it! While faculty often observe that the salary increase alone is not "worth it," it is important to remember that a boost to your base salary compounds over time, greatly increasing your overall career earnings. In addition, promotion is about more than just a salary increase. It's about:

Take-away #2

You can do it! The process of applying for full professor can seem daunting, especially because the Faculty Handbook does not provide detailed criteria. However, there are a number of steps you can take to make the process less stressful.

Build your support network: Communicate your goal of becoming a full professor with colleagues and peers, and seek their advice. Remember that colleagues outside your

Freedom and Opportunities: Full professors have greater freedom to align their activities with their values and goals, including saying no to non-aligned commitments and engaging in preferred and higher-impact service activities.

Supporting Positive Changes: Attaining full professorship puts you in a position to champion others, especially those who are typically marginalized, and to drive important changes to institutional policies and practices.

Protection and Security: Full professorships provide a level of protection and security within the academic environment. While rank alone will not protect a position in the case of University restructuring, it does afford additional security if one chooses to undertake challenging or controversial work.

Mobility: While this differs by discipline, in some fields, job openings for Associate Professors are rare. Instead, most of the job opportunities are for Assistant Professors, with a smaller number of openings for Full Professors, who are often sought after for their well-developed scholarly reputations and their leadership skills.

Take-away #3:

This is work, but it doesn't have to be overwhelming. This process can be emotionally taxing, and preparing your dossier takes time. But remember: (1) In most cases, your colleagues, your department, and your college are invested in your success. Even if you lack mentorship within your own department, there are full professors across campus who are delighted to share their perspectives (and often their materials) with you. (2) Over the past few years, gatekeeping barriers to promotion at Bradley have diminished noticeably. (3) And importantly, unlike applying for tenure, applying for full professor is on your own timeline, and you can apply more than once with no penalty for unsuccessful attempts. As with a publication, you can always "revise and resubmit."

Over the next year, ADVANCE BU aims to develop resources and programs to support Associate Professors working toward promotion. To share your ideas or concerns, please contact [Jackie Hogan](#).

Equity Quick Take: Faculty Climate Data

Many thanks to faculty (N=93) who completed the faculty climate survey distributed in April. While data analysis is still in progress and more complete data will be shared with the campus in the Fall, here are some preliminary take-aways.

A majority (59% or higher) of respondents *agree or strongly agree* with the following statements:

- In my department, teaching effectiveness is always evaluated fairly for all faculty.
- In my department, research productivity is always evaluated equitably.
- My department values the work I do.
- Faculty in my department respect each other.
- I feel welcome in my department.

A majority (58%) of respondents *disagree or strongly disagree* with the following statement:

- The administration values the work I do.

home department can also provide valuable perspectives and tips.

Seek clarity and alignment: Engage with your department chair and/or dean to clarify expectations, ensure alignment of priorities, and build positive relationships. This can position you to focus on more "promotable" work.

Build your reputation: Cultivate relationships beyond your department and college by engaging in campus-wide committees and service work, and, if possible, take opportunities to network with experts in your field. Remember that professors at the college-level and university-level will evaluate your dossier, as will external reviewers in your field.

Build your Documentation:

– Maintain up-to-date digital records related to your teaching, scholarship and service. Spending a little time on this now will save you time (and stress) in the long run.

– Steadily produce, publish, and present work to build a strong and consistent portfolio.

– Ask other full professors to share their materials with you, most importantly, their letter of application, which should provide a comprehensive review of your achievements.

– In your application letter, don't forget to include: any interconnections between your teaching, research, and service; any work that connects with a broader public audience, demonstrating public pedagogy and scholarship; any additional evidence of teaching success beyond traditional evaluations.

– Seek feedback on your application letter and CV from trusted senior colleagues inside and/or outside your department (especially those who have sat on college-level or university-level tenure and promotion committees) and revise accordingly.

– When you submit your materials, you will be asked for a list of suggested external reviewers. Give that list careful thought and seek advice from others in the field.

A majority (60% or higher) of respondents reported that they had *never or rarely* personally experienced or knew of specific cases of the following types of discrimination at Bradley during the past year:

- Discrimination against women faculty in hiring, tenure and promotion decisions, or professional development support.
- Sexual harassment against women faculty (including offensive comments or jokes).
- Discrimination against faculty of color, LGBTQ faculty, faculty with disabilities, or faculty based on nationality.

But a majority (53% or higher) of respondents reported that they had *occasionally, often or very often* personally experienced or knew of specific cases of the following types of discrimination at Bradley during the past year:

- Discrimination against women faculty in compensation, benefits, and service expectations.
- Subtle discrimination against women faculty (being singled out, overlooked, ignored, interrupted, treated with condescension).

Women respondents and respondents who preferred not to disclose their gender found the campus climate less positive than men who responded, and were more likely to have awareness of most forms of discrimination listed above.

Equity in the News

- [The Triumph of "Equity" over "Equality"](#)
- [Is Inclusion Possible on Campuses Today?](#)



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