

November 30, 2012

Volume 4, Issue 16

# ADVANCE-Nebraska E-News

Advancing Women, Advancing STEM

• Are You Over-Functioning?

• Writing and Procrastination

• Chicago Study Examines Women's Willingness to Enter Salary Negotiations

• Call for Nominations: Chancellor's Science, Technology, Engineering and Math (STEM) Award Nomination Deadline: January 18, 2013

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## Are You Over-Functioning?

[Kerry Ann Rockquemore](#)

*Inside Higher Ed*

November 28, 2012

I recently received a frantic phone call from a tenure-track faculty member at a research university whom I'll call Noel. I met Noel this last summer when she was in transition: she had been turned down for tenure at her university, but was on her way to a fresh start as a new tenure-track professor at another university. I distinctly

remember that she was determined to avoid the key mistake she made at her first institution: spending all of her time on teaching and service at the expense of her research and writing. While the semester started off well on her new campus, she found herself right back in the same situation at the end of this term: she has spent all of her time on teaching and service and has made zero progress on her writing projects. Her call came out of desperation because in

addition to not writing, she was also not exercising, not eating well, and sleeping only five hours a night. In this column series on overcoming perfectionism, we've mostly focused on the how much perfectionism costs academic writers ([lower productivity](#) and [fewer publications](#)). But for many professors, perfectionism extends well beyond research and writing and filters its way into every aspect of professional life.

[Read the full article.](#)

## Writing and Procrastination

[Kerry Ann Rockquemore](#)

*Inside Higher Ed*

November 21, 2012

The past two weeks, I've invited you into a process designed to help you overcome your academic perfectionism. The first step was [acknowledging the costs of perfectionism](#), including self-inflicted misery, lower productivity, and fewer publications. The second step was to understand [how the cycle of perfectionism works](#) and pinpoint the moments

where disruption is not only possible, but highly effective. If you're still following this series, it's because you know you want to change and/or your experiments with last week's strategies prepared you to dig even deeper. So this week, we move into the third step of overcoming perfectionism by focusing on the area of faculty members' work where it most frequently occurs: writing. Academic writing has the greatest potential to inflame perfectionism for several reasons.

First and foremost, writing is the one area of a faculty member's work that has no built-in, daily accountability (and by "accountability" I mean if you don't do it, there will be negative consequences). For example, if you don't show up to class, there will be immediate consequences. If you stop attending meetings, turning in departmental paperwork and/or attending events, you will find yourself in trouble fairly quickly. But if you don't finish the article you promised yourself you would work on this month, nothing happens.

[Read the full article.](#)

## From the WIA Report:

"A new study by researchers at the University of Chicago finds that women are just as likely as men to be willing to negotiate for higher salaries when presented with the opportunity. But the study found that when there is no explicit salary reference in a particular job description, women are less likely than men to attempt to negotiate for a higher salary."

[Read more.](#)

# Research-Based Practices for Evaluating and Retaining New STEM Faculty: A Workshop with Helen Moore

In this workshop, Helen Moore presents research-based opportunities for us to identify, debate and work to resolve subtle organizational practices that reinforce implicit biases in the sciences. We'll discuss how evaluation processes within academic organizations reproduce biases, consider whether STEM pedagogy is biased to such an extent that evaluations by students and peers are skewed and might need modification to best assess merit, and learn how implicit biases in science and its sub-fields influence our letters of reference and promotion and tenure reviews. Then, we'll examine some merit and research-based strategies for evaluating for excellence in STEM fields.



**Save the date for lunch and a workshop with Helen Moore!**

**Wednesday, January 23, 2013,  
11:30-1:30**

**Jackie Gaughan Multicultural Center  
Unity Room 212**

**RSVP Now to [advance2@unl.edu](mailto:advance2@unl.edu)**

Helen Moore is the Aaron Douglass Professor of Sociology at the University of Nebraska-Lincoln. Her scholarship focuses on the sociology of women, feminist ethics in social science research and practice, and structural inequalities in higher education and public schools. She is the author of three books and over thirty-nine peer-reviewed articles, spanning three decades, including:

Moore, Helen. "Splitting the Academy: Labor Markets and Faculty Diversity"

2010 *The Sociological Quarterly* 51: 179-204. With Perry, Acosta, Edwards.

<http://digitalcommons.unl.edu/sociologyfacpub/103>

Perry, Gary, Helen Moore, Kathy Acosta, Connie Frey and Crystal Edwards.

2009 "Maintaining Credibility and Authority as an Instructor of Color in Diversity-Education Classrooms: A Qualitative Inquiry" *Journal of Higher Education*: 80: 80-105.

<http://digitalcommons.unl.edu/sociologyfacpub/85>

# FUNDING OPPORTUNITIES AND OTHER ANNOUNCEMENTS

## Call for Nominations: Chancellor's Science, Technology, Engineering and Math (STEM) Award Nomination Deadline: January 18, 2013

As part of the National Science Foundation (NSF) ADVANCE-Nebraska proposal, Chancellor Perlman committed to establishing a "Chancellor's Science, Technology, Engineering and Math (STEM) annual award for a department that has creatively furthered the objectives of the ADVANCE initiative." Chancellor Perlman is continuing the award in the amount of \$1,000 in this, the 5th year of the program. The award committee will include co-PIs of the ADVANCE-Nebraska grant, ADVANCE team members, and three faculty members. In making its decision on the department to be recommended for the award, the committee will consider the nomination materials, as well as departmental faculty and applicant pool data.

We are inviting you, the administrative leadership of UNL's 26 STEM departments, to nominate your department[s] for this award. Please describe your department's accomplishments and creative activities that have contributed to meeting the following ADVANCE goals articulated in the proposal: In response to the pressing need to engage the full talent of the nation's workforce, the University of Nebraska-Lincoln (UNL) proposes a systematic program to increase the gender diversity of its faculty: ADVANCE-Nebraska. ADVANCE-NE evolved from a thorough assessment of the current status of all women STEM faculty on campus and from extensive discussion and evaluation of barriers to their advancement. Our goals and related objectives are the following:

1. Increase the number of STEM women on the UNL faculty by matching the composition of STEM departments' applicant pools to that of the national pool beginning Year 2 of the program and by matching hiring composition to the national pool by Year 3; and

2. Increase the retention of women STEM faculty and support their promotion into positions of professional leadership by developing and systematizing institution-wide family-friendly and dual career policies, ensuring that this information is widely disseminated and administratively promoted, and by increasing informal networking and professional development opportunities.

Please submit all nominations by Friday, January 18, 2013, to Lisa Pollard, Project Coordinator, ADVANCE-Nebraska, at [advance2@unl.edu](mailto:advance2@unl.edu); or at 21 ADMS (0420). The Nomination Form is attached. If you have any questions about the award, please feel free to contact Evelyn Jacobson at 2-3751 (phone) or [ejacobson1@unl.edu](mailto:ejacobson1@unl.edu) or Mary Anne Holmes at 2-3304 or [mholmes2@unl.edu](mailto:mholmes2@unl.edu).

You may request a nomination form @ [advance2@unl.edu](mailto:advance2@unl.edu).

Kerry Ann Rockquemore, PhD is President of the [National Center for Faculty Development & Diversity](#). Her scholarship has focused on interracial families, biracial identity, and the politics of racial categorization. She is author of two important books: [Beyond Black](#) and [Raising Biracial Children](#), as well as over two dozen articles and book chapters on multiracial youth.



Coming May 7<sup>th</sup>!

Kerry Ann  
Rockquemore

After Dr. Rockquemore became a tenured professor, her focus shifted to improving conditions for pre-tenure faculty by creating supportive communities for writing productivity and work/life balance. Her award-winning work with under-represented faculty led to the publication of her most recent book: [The Black Academic's Guide to Winning Tenure Without Losing Your Soul](#). Dr. Rockquemore provides workshops for new faculty at colleges across the US, writes a weekly advice column for [Inside Higher Ed](#) and works with a select group of new faculty each semester in the [Faculty Success Program](#).

**RSVP Now and help ADVANCE-Ne  
GET THE WORD OUT in your department!**

May 7, 2013

ADVANCE-Ne Workshops with Kerry Ann Rockquemore

9:00– 12:00pm Writing Your Next Chapter: Midcareer Faculty  
(City Union Regency Suite)

1:30-4:30pm Getting What You Need: Junior Faculty  
(East Campus Arbor Suite)