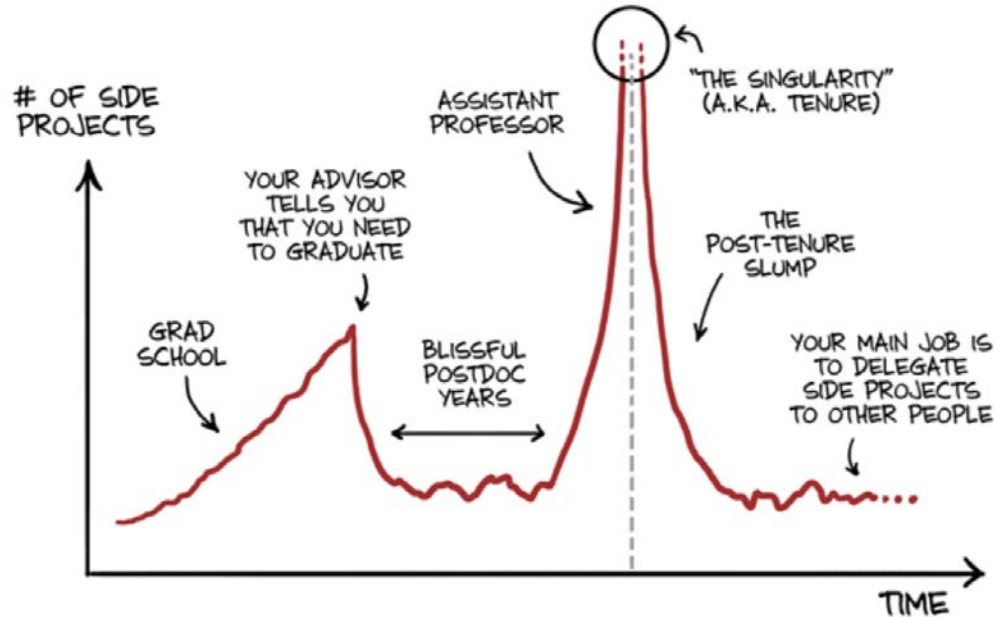


# Living & Working Towards Tenure (And Beyond): “AcaDames” Revisited

## YOUR NUMBER OF SIDE PROJECTS



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Anne Marie Marshall  
Danielle Magaldi  
Rosa Rivera-McCutchen  
Laura Roberts



PARTICIPANT GROUPS	PAGES WRITTEN PER YEAR
Wrote with no structure (putting off writing until there was a chunk of time; felt inspired; impending large deadline)	17pp on avg per year
Wrote Daily (30-60 min) & Recorded progress	64pp on avg per year
Wrote daily (30-60 min), recorded progress daily, and had weekly accountability check-ins	<b>157 pp on avg per year!!!!</b>



# Who are the AcaDames and how did we come to be?

Five junior, female faculty members

- ❑ Two Women of Color and three White women

Assistant professor status

- ❑ Working toward tenure and promotion

Mentorship group

- ❑ Self-selection
- ❑ Developed individual roles



# Benefits of “AcaDames” group in relation to tenure process

- ❑ Reducing stress and increasing feelings of connectedness
- ❑ Sharing resources and knowledge
- ❑ Empowerment
- ❑ Increasing effectiveness

As you think about your  
experiences as a faculty  
member at Lehman.....

## **As you think about your experiences as a faculty member at Lehman.....**

What institutional supports/mentorship have you found to be helpful and supportive?  
What are the structures, organizations, people (at Lehman) that have helped meet your needs along the way?

What institutional supports/mentorship have you found to be lacking? Where have there been gaps in meeting your needs along the way?

What kinds of support systems (mentoring opportunities, structures, informal/formal, etc.) have you found or created outside of Lehman? How do they work to meet your needs?

What kind of support systems (mentoring opportunities, structures, informal/formal, etc.) would you like more of at Lehman?

# Resources

Boice, R. (2000). *Advice for new faculty members: Nihil nimus*. Boston, MA: Pearson.

Magaldi-Dopman, D., Marshall, A. M., Rivera-McCutchen, R. L., & Roberts, L. (2015). AcaDames: Living and working towards tenure. *The Journal of Faculty Development*, 29(3), 37-42.

National Center for Faculty Diversity and Development  
[www.facultydiversity.org](http://www.facultydiversity.org)