

TIGERS ADVANCE NEWSLETTER

MAKING EQUITY A CLEMSON FAMILY VALUE

MESSAGE FROM THE DIRECTOR

It seems to be the worst of times, but it may be the best of times for making positive change. The COVID-19 pandemic has affected every member of the Clemson Family, and for many, its negative impacts will last long into the future. As a result of COVID-19, inequity in our society has been brought to the forefront of our attention and shown unequivocally that it is time for change.

Transforming the Institution through **Gender Equity, Retention and Support, TIGERS Advance** Clemson, a partnership for CHANGE between Clemson and the National Science Foundation, is leading the way to bring education, tools and policy changes that promote an equitable and inclusive spirit at Clemson University. **TIGERS Advance** leads the way in helping Clemson embrace and respect diversity and value ALL members of our Clemson Family for the ideas, spirit and leadership that each of us can bring to these challenging times to make our university community stronger than ever. When people feel that they are treated fairly, that their uniqueness is appreciated and they have a sense of belonging and a voice in decision making, then they will feel included. **TIGERS Advance** is committed to building bridges between stakeholders at Clemson to bring an equitable, inclusive, and valued experience for all members of our university community.

For Fall 2020, we pledge to focus on three areas of social justice education and training to reduce bias, promote faculty support and develop equitable faculty leaders that will engage in excellence in inclusion in our Clemson Family. This newsletter outlines our Fall 2020 call to join programs (Trailblazers, Equitable Faculty Evaluation in the COVID-19 Era, TIGERS Advocates) designed to educate, empower and support Clemson faculty as we build a more equitable future together. We invite you to join us in this journey!

--Margaret Ptacek, Director TIGERS Advance Clemson

OUR ACCOMPLISHMENTS

1 Transforming the Culture And Improving the Campus Climate

- Over 100 faculty men became TIGERS Advocates through workshops to teach strategies for better allyship of women and underrepresented group colleagues

2 Increase the Representation of Women In STEM Disciplines

- Since 2016, the proportion of new women faculty hires in STEM departments has increased to 41%

3 Ensure Equitable Workload Distribution

- 35 Faculty participated in TIGERS Time Diary research to promote more equitable workloads among all faculty

4 Enhance Faculty Leadership Development

- Trailblazers Faculty Leadership is a year-long program providing training to develop skills in faculty to become more equitable leaders; 85 faculty have participated in three separate cohorts
- TIGERS Advance Distinguished Speaker Series has provided over 40 faculty with funds to bring recognized scholars in their discipline to Clemson to build collaborations and external networks

5 Implement Family-Friendly Policies

- Modified Duty Family Support has become permanent policy to allow faculty to receive adjusted workloads for a new child in the family or care for elder relatives
- Dual Career Hiring has become permanent policy supporting partner hires for new faculty and staff

2019-2020 Trailblazers Cohort



TRAILBLAZERS PROGRAM

This initiative will prepare faculty for leadership roles in academic or professional organizations while furthering institutional diversity. All 40 academic departments at Clemson are invited to participate in the Trailblazers program. Focusing on the unique challenges of leadership in higher education, this initiative will provide experiential leadership training that will develop your skills as an inclusive and equitable leader. To date, 85 faculty have participated in the program.

Trailblazer participants will receive the following as part of the program:

- Leadership and individual development
- Experience working on a leadership project that advances gender equity
- Match with an executive mentor
- Contacts with Clemson leadership
- Social learning and networking with other Trailblazers

Our 4th cohort will convene from September 2020 to May 2021. Please use the following link to apply for the program: <https://apply.interfolio.com/75625>. **The application deadline is August 31, 2020.**

Dr. Cynthia Sims, Trailblazers Program Lead

Assistant Professor- Educational & Organizational Leadership Development

What is Trailblazers?

Trailblazers is a TIGERS Advance grant initiative that Clemson established to promote gender equity. It's a leadership development program with the goal to develop the next group of leaders at Clemson and to hopefully expand the pool of talented women available to take on administrative roles at the University. We provide participants with different tools and instruments to learn about themselves and their leadership style. We also have a mentoring component that includes executive and peer mentorship. The last part of the program is the opportunity to practice leadership development. Trailblazers work on leadership projects and present their progress on them at the end of the program.

How does your research intersect with the goals of the Trailblazers program?

I am a leadership scholar. My doctorate is in organizational leadership, and prior to coming to Clemson, I had been part of more than a few leadership development programs. In corporate America I participated in them. I've run them. I've done leadership conferences. So this is my passion. This is my jam. This is what I wake up thinking about. My research focuses on gender and leadership, and one of the things I like to look at is leadership identity development and specifically what women need to flourish as leaders: a positive woman identity but also a positive leadership identity and to feel that the two are cohesive and compatible. We've been able to collect data from participants in terms of their leadership styles and what they learned and how they've implemented it. We also wanted to look at mentoring competency and where people actually learn mentoring, so another project we recently published is around leadership styles and mentoring. We really want to continue that research—using leadership development—but with the focus on how mentoring may increase someone's capacity to develop their leadership identity.

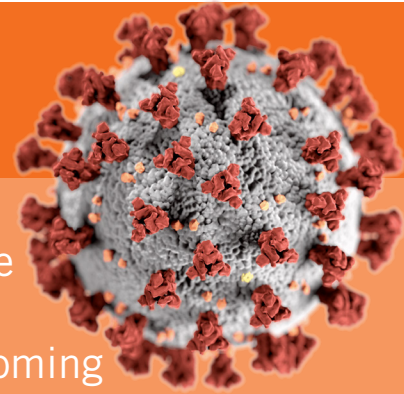
Why is the Trailblazers program important at Clemson University?

The program promotes transformational and structural change at the University. Clemson was unique in that most of the Advance grants at other institutions are focused only on faculty in the sciences. Clemson provided funding to make sure that all colleges and departments can participate. Without that support and leadership from our Provost, Bob Jones, and the university, we would not be where we are today—transitioning from the grant to institutionalization so that this will be a sustained program. From my perspective, women faculty need to know that there are opportunities for advancement for them and to start thinking about that. I think, more than anything, Trailblazers opens people's eyes to these opportunities that are available—that if you have a vision of the way you want to see the world, then you can be part of that change in order to get there.



UPCOMING EVENTS

EQUITABLE FACULTY REVIEW IN THE COVID-19 ERA TRAINING



TIGERS Advance developed a virtual training with hands-on activities and discussions of case studies that exemplify some of the disruptions to faculty productivity that tenure and promotion review committees are likely to encounter in the coming five years or more. Dialogue facilitated by TIGERS Advance team members and the faculty from your college that have generously volunteered to facilitate these workshops is the most direct way to engage tenure and promotion committees in best practices for equitable faculty review.

Thursday, September 10th 12:30- 2:00 pm; CAFLS

Friday, September 11th 3:00-4:30 pm; COS

Monday, September 14th 9:00-10:30 am; COE

Monday, September 14th 3:00- 4:30 pm; CBSHS

Thursday, September 17th 12:30-2:00 pm; CECAS

Friday, September 18th 3:00-4:30 pm; COB

Monday, September 21st 3:00-4:30 pm; CECAS

Thursday, September 24th 12:30- 2:00 pm; CAAH

Friday, September 25th 3:00-4:30 pm; CECAS

TRAILBLAZERS SESSIONS

The Trailblazers Sessions will take place on the first Friday of each month. The Fall 2020 virtual meeting schedule is as follows:

September 4th

October 2nd

November 6th

December 4th

TIGER ADVOCATES TRAINING SESSION

Mentoring Session for Previously Trained Advocates:

Virtual meeting

September 24th from 1-3pm

Join the Zoom meeting [here](#)

Advocates Training:

Virtual Meeting

October 15th from 1-3 pm

Please register [here](#)

Join the Zoom meeting [here](#)

Participant Feature

Dr. Lori Pindar

Department of Communications
Director of Undergraduate Studies



Why did you participate in the Trailblazers program?

After seeing the call, I was encouraged by my department chair, Joe Mazer, to participate. I also learned more about the Trailblazers program through my mentoring experiences within the College of Behavioral, Social and Health Sciences through my mentor at the time, Denise Anderson. With their encouragement and my desire to learn more about the work being done regarding gender equity in the workplace and tools I could use for myself and others, I applied.

How has your participation in the program helped you in your leadership roles on campus?

As an advisor and mentor, the program helped reify many of the practical lessons I try to convey to my students entering the workforce, graduate programs, or simply navigating life. I serve as Director of Undergraduate Studies in the Department of Communication and Assistant Director of the Erwin Center for Brand Communications in the College of Business so the courses I teach are rooted in professional development across the curriculum. I believe it is my responsibility to create spaces for robust discussion around the everyday issues they may face as young practitioners and scholars but also assist in helping students understand how they can create change in areas that are meaningful to them. My work with students runs parallel to my professional endeavors and as an educator, I found that some of the most useful experiences I had through Trailblazers were the executive mentorship discussions that helped me reflect on my own path and growth, the professional sessions with Delia Mallory that serves as a useful external resource to help guide my own thoughts around my career trajectory, and the DiSC and MLQ360 assessments that allowed me to evaluate my personal belief systems and how I present myself to the world.

Why is the Trailblazers program important at Clemson University?

Trailblazers creates a space that I find is difficult to create in our lives. While discussions and actions around equity happen, they often can be lost amid the stream of other events and activities that require our attention. Trailblazers is important in its intentionality in creating a cohort based community of individuals seeking to create spaces and advocate for the things that impact the quality of faculty life at Clemson University.

Share a fun fact about yourself!

I'm entering my third year as Faculty-in-Residence for the Fraternity and Sorority Life Community and live on-campus in the quad with my dog, Autumn. I love engaging with students that are members of various organizations and one of my favorite activities are my monthly "Coffee & Conversations" where I gather a small group of young women and men to dialogue around various topics, engage in light refreshments, and enjoy decompressing. While this pandemic era won't permit gathering in the same way, I still look forward to checking in with the student community across various platforms to chat about life, the universe, or nothing in particular.

Introducing:

Dr. Corliss Outley

Department of Parks, Recreation, & Tourism Management
Professor



Welcome Dr. Outley who is joining the Clemson Family this semester from Texas A&M University as the newest Advance team member!



Briefly explain your research:

My research examines positive youth development outcomes during the out-of-school time hours, particularly focusing on racial/ethnic youth and how to reduce inequalities through the application of strengths-based empowerment approaches to youth engagement. Under my direction, the new Race, Ethnicity, Youth and Social Equity (REYSE) Collaboratory will focus on exploring, creating and sharing knowledge that contributes to understanding how social inequalities influence the development of racialized and ethnitized youth populations in the US.

Why is TIGERS Advance important to you at Clemson University?

TIGERS Advance provides me the opportunity to be involved in institutional change that focuses on increasing both gender and cultural faculty representation in order to address diversity, equity and inclusion in academia. Furthermore, through the promotion and support of activities such as recruitment and retention efforts, mentorship programs, research collaborations and social networking I am able to advocate for equitable policies and practices within higher education as well as inspire the next generation of academic scientists.

Share a fun fact about yourself!

I am a connoisseur of Animal Horror B-flicks (films that feature animals that pose a threat to humans aka 'creature features'). From Alfred Hitchcock's *The Birds* (1963) to *Squirm* (1976) to more recent shows like *Crawl* (2019), I watch them all as a form of relaxation! My favorite? *Tremors* (1990) starring Kevin Bacon.



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