



# BUILDING PIPELINES THROUGH LEADERSHIP ROLES AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES

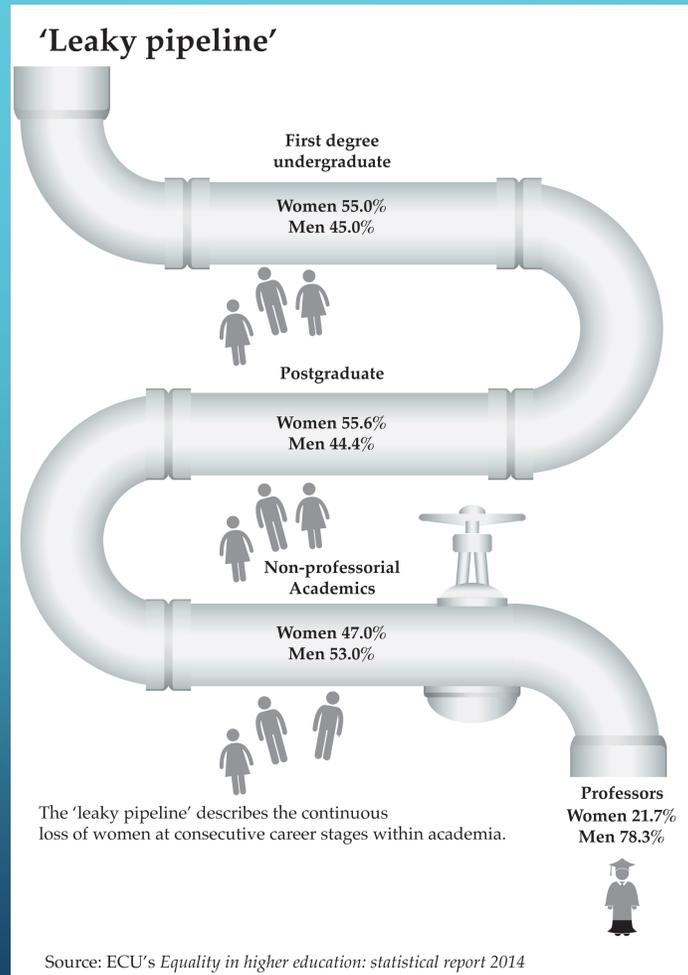
What, So What, Now What Overview

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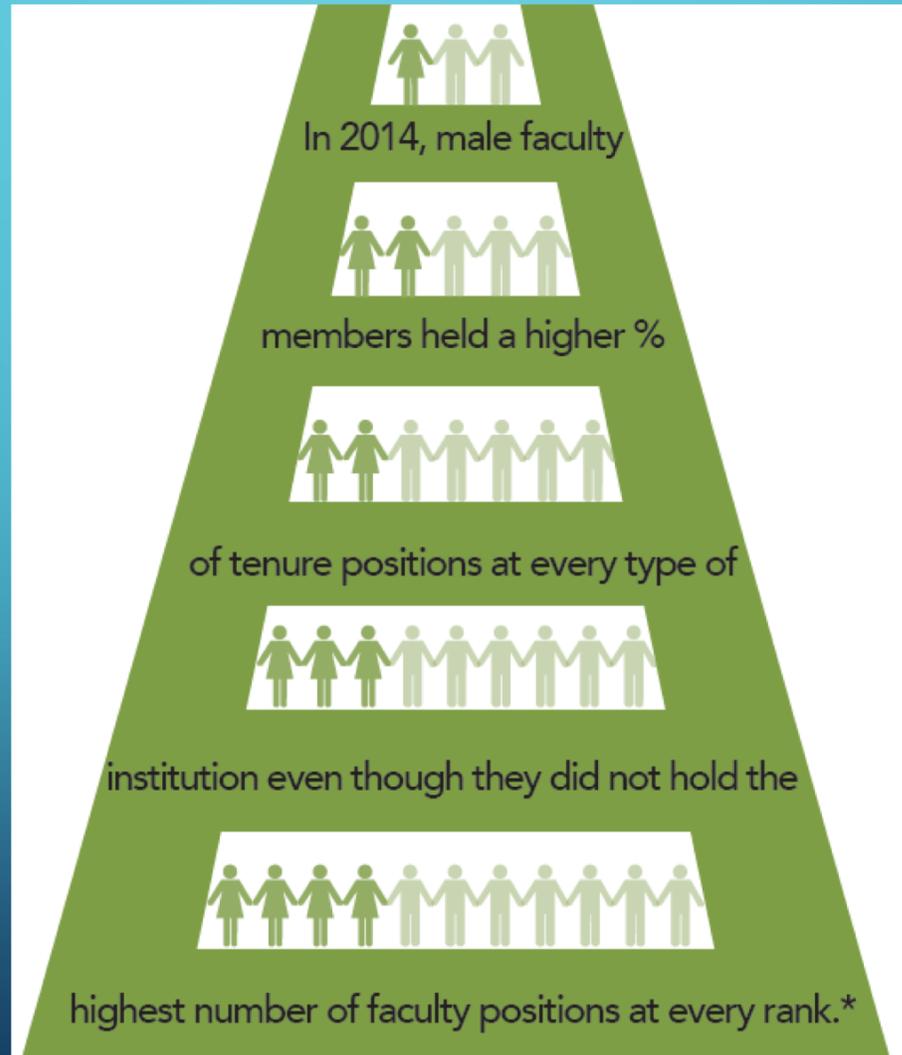
PHD CANDIDATE, EDWARD R. MURROW COLLEGE OF COMMUNICATION

PROFESSIONAL DEVELOPMENT INITIATIVE GRADUATE ASSISTANT

# WHAT?: LEAKY AND BROKEN PIPELINE GENDER DISPARITIES IN HIGHER EDUCATION



# THE HIGHER THE FEWER



**DAMNED IF YOU DO, DAMNED IF YOU DO NOT-**  
DR. ANGELA FRANKLIN, THE FIRST FEMALE AND AFRICAN AMERICAN  
PRESIDENT OF DES MOINES UNIVERSITY



# SO WHAT? A WIDESPREAD PROBLEM

A STUDY FOUND THAT WOMEN ARE LESS LIKELY THAN MEN TO PURSUE TENURE-TRACK POSITIONS IN SCIENCE BUT THAT THE GENDER GAP IN SUCH POSITIONS CAN BE EXPLAINED BY FERTILITY DECISIONS (GINTHER & KAHN)

- lower salaries
- appointments at lower ranks
- slower rates of promotion and lower rates of retention
- less recognition through awards
- timing of tenure decisions often coincides with the optimal childbearing years

# A STEP IN THE RIGHT DIRECTION

## IDENTIFYING THE ROOT PROBLEM: GENDER BIAS

### PERSONAL VERSUS STRUCTURAL BARRIERS

- 2002, Johns Hopkins University provost Steven Knapp and president William Brody established the University Committee on the Status of Women. The committee and university leaders agreed that successfully cultivating women leaders was essential to efforts to promote gender equity at the university
  - *Paths to leadership are slower and often blocked for women*
  - *Leadership positions, as currently defined, are less attractive to women than to men*
  - *Women already in leadership roles are not as well recognized as men or appropriately rewarded within their institutions*
  - *Women are more often excluded from the informal network of intellectual leadership than men*

# EXAMPLE CV (LEADERSHIP AND SERVICE)

## SERVICE

### State and National Affiliations

- Governor Jay Inslee's State Independent Living Council      May 5, 2017- Present  
**Board Member**  
**Elected to the Executive Committee as Treasurer/Secretary**
- National Association of Graduate Students (NAGS)      Spring 2014-Summer 2014  
**Communication Director**
- Archer Center Scholarship Committee      Fall 2013-Spring 2014  
**Member**  
The Archer program is an organization that brings highly motivated and accomplished students to Washington, D.C., for a comprehensive academic and professional experience.

### Communication Membership Positions

- International Communication Association (ICA)      September 19, 2016- July 2017  
**Junior Vice-Chair for the Instructional and Developmental Communication Division**
- Association for Education Journalism and Mass Communication (AEJMC)      August 6, 2016- August 2-17  
**Minorities and Communication Division Webmaster**
- National communication Association (NCA)      December 2015-Present  
**Disability Issues Caucus Access Committee Chair**

### Reviewer of Manuscripts for Journals & Book Publishers

- International Journal of Disability, Development and Education, 2017
- Peter Lang Book Reviewer for Disability and Education, 2017

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### Conference Reviewer and Chair

- International Communication Association (ICA)      May 2017  
**Session Chair: A Focus on Instructors (Instructional and Developmental Communication Division)**
- International Communication Association (ICA)      November 2016  
**Reviewer for ICA San Diego, 2017: Instructional and Developmental Communication, Children Adolescents and Media, and Global Communication and Social Change**
- International Communication Association Conference      June 9-13, 2016  
**Session Chair: Mediated Views of Health: Food, Size, Weight**
- Popular Culture Association National Conference      March 24, 2016  
**Session Chair: Eastern European Studies**
- International Communication Association (ICA)      November 2015  
**Reviewer for ICA Japan, 2016: Health Communication, Children Adolescents and Media, and Global Communication and Social Change**

### WSU, UTEP, and Local Affiliations

- WSU University Health and Safety Committee      January 2016- January 2017  
**Member**
- Disability Awareness Association (DAA)      November 2013-Fall 2016  
**Member**
- Pullman Page Turners (Book Club)      Spring 2013-Fall 2016  
**Member**
- Institutional Effectiveness Council      Spring 2015-Summer 2015  
Institution-level committee supervising strategic plan fulfillment  
**Academic Programs subgroup member**

# REPRESENTATION MATTERS



# NOW WHAT? NEXT STEPS AND GOALS

1. Get involved early and often (start as a grad student and continue as a faculty member)
  - Caveat: Balance is key, don't overextend yourself
2. Go outside the university (local, state, and national representation)
3. Understand your expertise and seek out organizations that appreciate it
4. Get involved in conferences and national research organizations
5. Find a leadership mentor
6. Build your leadership network
7. Don't be afraid to publicize yourself (LinkedIn, personal website, etc.)
8. Seek out professional development opportunities and networking events
9. Take the first step, become a leader of an organization you are comfortable with and work your way up to something bigger

# SELECT REFERENCES

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# QUESTIONS?

