



Context

I believe we *serve* our universities when we **help** competent Women and Minority faculty demonstrate their merits for retention, tenure, and promotion.

Where are the resources to help this take place systematically?

Excellence in academia, as in many professions, is too often gendered and racially profiled.

Virginia Valian's book *Why So Slow?* uses psychology, sociology, and economics to explain systematic disparities in professional advancement of women. The book compiles her own and others' research providing evidence that, even when we *intend* to view women with the same lenses we use to view males, we don't.

Especially in STEM disciplines—Science, Technology, Engineering, and Math—women and minorities are underrepresented. And the *higher* in academic ranks you look, the fewer women and minorities you'll find.

When you are relatively alone in your field, or in your department or hallway, you may sometimes experience microaggressions or outright dismissiveness that can stoke any private feelings of inadequacy you may have.

Face it, *academics* are highly skilled at telling one another, your research didn't look at this literature, your teaching didn't reach these students—You didn't do Enough.

But I bet you ARE doing ENOUGH. This WORKSHOP exists to help you Recognize that and Systematically Document and Present that ENOUGH-ness to others. Our goal is to provide you with the toolset, skillset, and mindset to do just that.

Preparing an academic dossier is about demonstrating that your performance as a faculty member merits recognition, keeping you around and supporting your continued work.

In my experience, an additional dynamic is at work.

While the tasks related to preparing your dossier for others may seem Onerous, the PROCESS of doing this is CLARIFYING for You.

I predict: by the time you are finished, you, too, will see that you Have Done Enough. You will demonstrate to Yourself, as well as to Others, that you Really Have Met the Standards for Each Criterion of the Evaluation at hand.

That is **satisfying**. It helps you stand on your own feet, and speak in your own voice, as you continue in your work.

You may not feel as if you have safe spaces to talk about any concerns of “unworthiness,” or Not-Enough-ness. Which colleagues can you trust?

Here is a COMMUNITY where you can talk to others about preparing professional narratives for annual reviews and for retention, tenure, and promotion dossiers. Because we are careful about upholding a few community *norms*, you can develop trust as you work on your own narratives and support others as they work on theirs.

We ask that you watch short videos and read blogs that explain how to navigate the criteria and standards of academic review, how to gather and organize evidence of your contributions to your university and its mission, and how to tackle the writing most of us find sooo challenging, writing about ourselves.

This Content gives us a shared framework and shared language for Conversations about what we’re up against and what we’re trying to accomplish.

Because the competitive playing field may not be level, because there seems to be no systematic training for this narrative-writing—and because the stakes are high as you move through these pivot points in your career—your efforts to Apply this Content are worthy of Conversation.

I hope you’ll join us.