THEY SAID IT WOULD BE “EASY!”
CHALLENGES FACED BY FEMALES IN ACADEMIA

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A LITTLE BIT ABOUT ME...

- graduated with my PhD in 2012
- moved here from Pennsylvania to start Tenure Track job August 2012
- daughter born November 2014
- Tenured May 2018
- feminist researcher
BEING A FEMALE ACADEMIC

People said it would “easy”
- flexible schedule
- accepting and nurturing environment of academia
- progressive thoughts/attitudes towards women “It’s 20....”
- grad school prepared you
- you really can “have it all!”
Challenges of being a female academic and how to address these challenges

Is it even possible?
YES!
WHAT CHALLENGES DO ACADEMIC WOMEN FACE BASED ON GENDER?

- Establishing authority or being taken seriously by students and/or colleagues
- Glass ceiling
- Work/role overload
- Maternal wall
- Tokenism
- Sexual harassment/inappropriate comments and behavior
Research
Sexual assault
Cyber victimization
Victim issues

*December 2016 presented research at UN Women in NYC

*2017 Feminist Criminology Article of the Year Award

*2018 Presented at Congressional Briefing in DC regarding the ENOUGH Act

*2018 New Scholar Award

*2019 National webinar for the Office of Victims of Crime Center for Victim Research
Recipient of:

* 2016 ISU CAST Outstanding Teacher of the Year Award

* 2016 American Society of Criminology, Division of Victimology, Teacher of the Year Award

* 2016 University Teaching Initiative Award

* 2017 American Society of Criminology, Division of Critical Criminology, Teacher of the Year Award
SOCIAL SUPPORT

A social-support network is associated with reduced perceived work-home conflict, increased job and life satisfaction, enhanced perceptions of control, and fewer stress-related health problems.
-Networking

Seek out:
- Women who have already lived through it
- Women currently in your position
PROBLEM-FOCUSED COPING

- Take-charge strategies that deal with the problem at hand
- Enhances feelings of control and reduces stress and its adverse consequences (assuming that the situation can be changed)
EMOTIONAL COPING

-Positive forms of emotion-focused coping deal with the emotional reactions one has to the stressful event (e.g., reinterpreting the event in a positive light) and working to find solution

-Negative forms of emotion-focused coping, such as: denial, self-blame, and repeatedly thinking about the problem are associated with maladaptive health outcomes
SEEK ASSISTANCE WITH DOMESTIC WORK

-Lighten your domestic load by hiring someone to do the housecleaning/housework and/or hire a babysitter

-Live with additional clutter and simply recognizing that sanity is more important than a spotless house

-Ask your partner to lend a hand & to take on an equal (or more) share of domestic duties
MAKE TIME FOR YOU

-It sounds like a cliché, and an unrealistic one BUT.....

-Research shows that 20 minutes a day of solitude will make a lot of difference in stress relief and mental balance

-Read a non-work-related book, write in a journal, complete a crossword, watch a show during lunch or just stare out the window...ANYTHING is NOT WORK RELATED!!!

-Exercise to release stress and increase your resistance to stress and stress-related health problems
SUPPORT FAMILY-FRIENDLY UNIVERSITY POLICIES

- Stop the tenure clock
- FMLA/leave
- Modified duties (i.e., reduced teaching and service load)
- Ask for what you need
- Support those that need it!
Fight for the things you care about.
QUESTIONS