


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

---

**DR. SHELLY CLEVINGER  
ASSOCIATE PROFESSOR  
CRIMINAL JUSTICE SCIENCES**



# 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

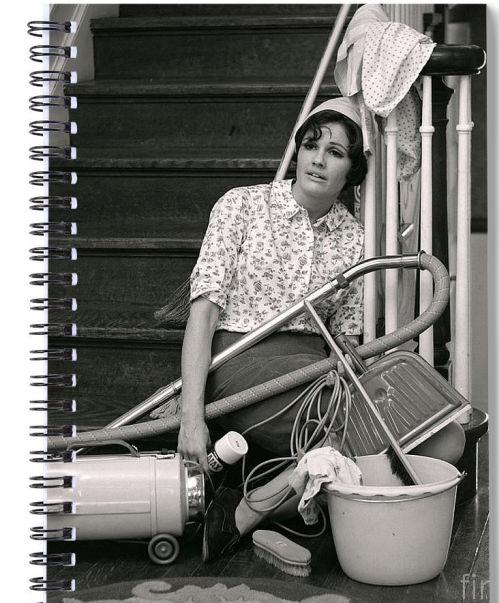
-feminist researcher

# BEING A FEMALE ACADEMIC

---

People said it would “easy”

- flexible schedule
- accepting and nurturing environment of academia
- progressive thoughts/attitudes towards women “Its 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

\*

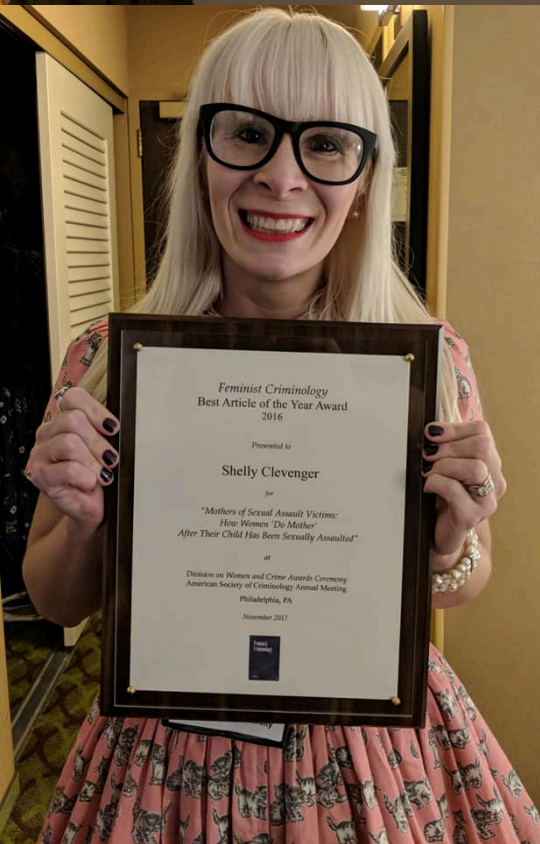
**\*December 2016 presented research  
at UN Women in NYC**

**\*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





# SOCIAL SUPPORT



-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)

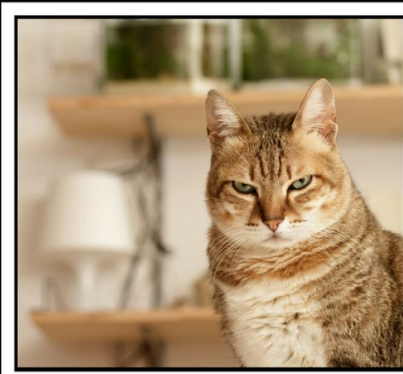
Behind every  
successful  
woman is  
herself

# 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



THAT FEELING WHEN YOUR CO-WORKER  
TAKES CREDIT FOR ALL YOUR HARD WORK



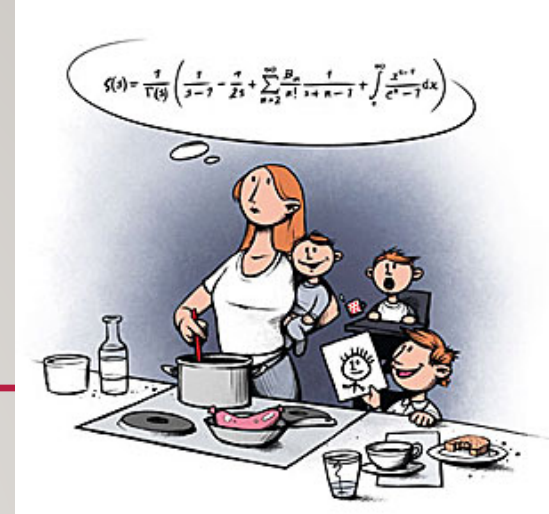
designed by freepik.com

# 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**

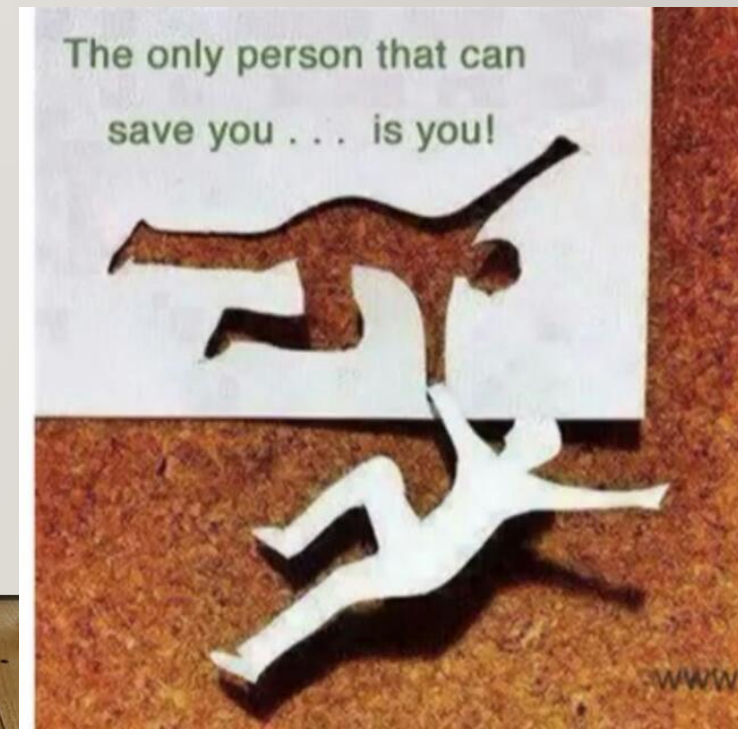


- It sounds like a cliché, and an unrealistic one BUT.....
- Research shows that 20 minutes a day of solitude will make a lot of difference in stress relief and mental balance
- Read a non-work-related book, write in a journal, complete a crossword, watch a show during lunch or just stare out the window...**ANYTHING** 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 <sup>for the</sup> Things  
You care  
about*





# QUESTIONS

---

