

Walking and Talking Academic Justice: Take the Train Where *You* Want It to Go

Sponsored by: SWS's Committee on Academic Justice

We hope this hands-on session was useful to you. Here's a list of resources for you—or those you know—who may be experiencing a hostile work environment. If you have a story to share, feel free to email Andi Stepnick at stepnicka@mail.belmont.edu or Kris De Welde at kdewelde@fgcu.edu. All information will remain confidential.

Useful Books and Organizations

- Lifting a Ton of Feathers: A Woman's Guide to Surviving in the Academic World by Paula J. Caplan
- The Rise of the Academic Bully Culture and What to Do About It, by Darla J. Twale and Barbara M. De Luca.
- Career Strategies for Women in Academia: Arming Athena - Lynn H. Collins, Joan C. Chrisler, Kathryn Quina (Eds.)
- Gender & the Academic Experience: Berkeley Women Sociologists - Kathryn P. Meadow-Orlans, Ruth A. Wallace (Eds.)
- Shattering the Myths: Women in Academe - Judith Glazer-Raymo
- Individual Voices, Collective Visions: Fifty Years of Women in Sociology - Ann Goetting, Sarah Fenstermaker (Eds.)
- Academics in Court - George LaNoue and Barbra Lee
- The Affirmative Action/ Equal Employment Opportunity office at your university.
- The American Association of University Professors at: www.aaup.org
- National Women's Studies Association's Task Force Academic Job Discrimination at: www.nwsa.org

Helpful Tips

- Familiarize yourself with your organization's policies (e.g., tenure, sexual harassment, medical/parental leave).
- Create alliances outside your department. It's important to make the time. Be seen at faculty "occasions" such as visitor's talks, brown bag lunches, or teaching center events. Be considerate and friendly. Thank speakers/organizers. Be genuine in building these important relationships. Think broadly across the organization as you do so.
- Keep a Tenure Diary at home as advised by Ms. Mentor. For more information, read Ms. Mentor's book or see: www.awm-math.org/bookreviews/MarApr98.html. In short, document and date EVERYTHING! Include written tenure and promotion policies, memos about responsibilities/any professional agreements, meeting notes. Save everything about your performance (praise & criticism). Include teaching evaluations and other forms of feedback.

Record any experience of sexual harassment or other inappropriate behavior. Consider emailing this information to a personal email account so that the computer dates it for you. Do it from home.

- Tell folks about your accomplishments (e.g., your colleagues/chair/Assoc Dean/Dean). Tell the university newspaper, the alumni bulletin, the local press, and SWS!
- After each meeting, send an email or memo whomever you met with. Thank them for their time. Reiterate what was said in your meeting. You might ask for confirmation to ensure you're "on the same page."
- If you are denied tenure/promotion consider what mistakes may have been made in the process. For example, should faculty get written warnings if they are not "up to par"? Check your Faculty Handbook about rules and regulations.
- Always allow yourself time and perspective to cool off if a situation demands a response or decision.
- Don't involve your students who are not part of the problem. (If you have "problem students" keep dated documents/emails of each encounter with them.)
- Remember that you have a legal right to see what is in your personnel file.
- Decide how you want the situation resolved. Remember that going to court and winning will be a long, expensive, and stressful process—and you may not win! You may not have to file a formal complaint to get resolution. Your university might have a mediation program. Or, you may be able to make an informal statement but have it put in your/their official file. Before you consider court, evaluate whether you can win a grievance/appeal at the university level. Winning may depend on the makeup of grievance committee and your university's record at these sorts of things. Before you hire an attorney, be sure you have done everything at the university level first.
- Connect with SWS's Committee on Academic Justice!