Living & Working Towards Tenure (And Beyond): “AcaDames” Revisited

Anne Marie Marshall
Danielle Magaldi
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Laura Roberts
<table>
<thead>
<tr>
<th>PARTICIPANT GROUPS</th>
<th>PAGES WRITTEN PER YEAR</th>
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</thead>
<tbody>
<tr>
<td>Wrote with no structure (putting off writing until there was a chunk of time; felt inspired; impending large deadline)</td>
<td>17pp on avg per year</td>
</tr>
<tr>
<td>Wrote Daily (30-60 min) &amp; Recorded progress</td>
<td>64pp on avg per year</td>
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| Wrote daily (30-60 min), recorded progress daily, and had weekly accountability check-ins | 157 pp on avg per year!!!
Who are the AcaDames and how did we come to be?

Five junior, female faculty members
- Two Women of Color and three White women

Assistant professor status
- Working toward tenure and promotion

Mentorship group
- Self-selection
- Developed individual roles
Benefits of “AcaDames” group in relation to tenure process

- Reducing stress and increasing feelings of connectedness
- Sharing resources and knowledge
- Empowerment
- Increasing effectiveness
As you think about your experiences as a faculty member at Lehman.....
As you think about your experiences as a faculty member at Lehman.....

What institutional supports/mentorship have you found to be helpful and supportive? What are the structures, organizations, people (at Lehman) that have helped meet your needs along the way?

What institutional supports/mentorship have you found to be lacking? Where have there been gaps in meeting your needs along the way?

What kinds of support systems (mentoring opportunities, structures, informal/formal, etc.) have you found or created outside of Lehman? How do they work to meet your needs?

What kind of support systems (mentoring opportunities, structures, informal/formal, etc.) would you like more of at Lehman?
Resources


National Center for Faculty Diversity and Development
www.facultydiversity.org