

## NSF PAID-ADVANCE Grant Project

The National Science Foundation (NSF) PAID-ADVANCE grant is a partnership between Florida International University (FIU) and the University of Michigan (UM). The project at FIU advances knowledge and understanding of best practices for hiring and retaining an excellent and diverse faculty in order to increase the participation and advancement of women and minority faculty in the sciences.

The proposed project activities will advance knowledge and understanding of gender issues in academia by demonstrating the importance of actively recruiting and hiring women faculty for achieving excellence in research, teaching and service.

## PRESENTERS

### JOYCE ELAM, Ph.D.

Elam is Dean of the University College at FIU and the James L. Knight Eminent Scholar Chair. She is Professor in Management Information Systems and former Executive Dean of the College of Business Administration.

### MAYRA BEERS, Ph.D.

Beers is Director of Operations and the James L. Knight Research Fellow for the Center for Leadership in the College of Business Administration at FIU. She holds a Ph.D. in history from Florida International University.

### MEREDITH NEWMAN, Ph. D.

Newman is Senior Associate Dean for the College of Arts & Sciences and the co-author (with Mary Guy and Sharon Mastracci) of two award-winning books on the subject: *Emotional Labor: Putting the Service in Public Service* (2008) and *Emotional Labor and Crisis Response: Working on the Razor's Edge* (2012).

### SUZANNA ROSE, Ph.D.

Rose is Executive Director of the School of Integrated Science and Humanity and Professor of Psychology and Women's Studies in the College of Arts & Sciences. She is the Principal Investigator on the NSF PAID-ADVANCE grant.

### ASIA EATON, Ph.D.

Eaton is Assistant Professor of Psychology and Women's Studies and a Co-Principal Investigator on the NSF ADVANCE grant.

## PROGRAM

### 12 noon WELCOME

Joyce Elam, Ph.D.  
Mayra Beers, Ph.D.  
Suzanna Rose, Ph.D.

### NETWORKING LUNCH: Meet and Greet Your Colleagues

### 1 p.m. EMOTIONAL LABOR - Presentation and Discussion

Meredith Newman, Ph.D.

The presentation will address the concept of emotional labor, what it is, and its centrality to the service aspects of much of our work, how it is performed on the job (emotive skills) and the coping strategies to avoiding burnout. Emotional labor is the application of emotional intelligence at work. It involves emotional regulation - expression or suppression. It is defined as the management of one's emotions and the attempt to manage the emotions of others, all for the purposes of doing one's job effectively. But there are gender differences in how emotions are expressed, how nonverbal communication is received, and how the performance of emotional labor affects women as compared to men.

### 2:30 p.m. DO BABIES MATTER? - Presentation and Discussion

Suzanna Rose, Ph.D.  
Asia Eaton, Ph.D.

Women are not advancing at the same rate as men to the upper ranks of academe even though women are nearly half of the Ph.D. population. In this session, a presentation will be given concerning the impact on tenure achievement of having babies before tenure. Research indicates that men with babies are significantly more likely than their women counterparts to achieve tenure – a finding that holds across the humanities, social sciences and hard sciences and across large and small universities. The discussion will focus on proposing strategies and policies that can reduce the negative impact on women of having babies during the tenure-earning years.

### 3:45 p.m. WRAP UP - Feedback and Evaluation