

Senior Vice Provost for Faculty Affairs,  
Office of the Provost & Professor, Sociology  
Virginia Commonwealth University, Richmond, VA

### Abbreviated CV

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#### EDUCATION

2001 PhD, Sociology, University of Connecticut  
1995 MS, International Development & Appropriate Technology, University of Pennsylvania  
1983 BS (Honors), Physics, Delhi University, India

**Current Research Areas:** Gender (intersections with class, caste, and race); Higher Education, (tenure & promotion, leadership, diversity & equity); Social Movements; Environmental Justice (Water); Politics of HIV Prevention (gender and health); South Asia

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#### APPOINTMENTS

##### Administrative and Leadership Experience

10/2022- Senior Vice Provost for Faculty Affairs, Office of the Provost, Virginia Commonwealth University, Richmond.  
08/2017-10/2022 Butler Chair & Director, Susan Bulkeley Butler Center for Leadership Excellence, Office of the Provost, Purdue University, West Lafayette.  
2017-18 College of Liberal Arts Dean's Faculty Fellow, Purdue University, West Lafayette.  
2011-15 Director of Graduate Studies, Sociology, Purdue University, West Lafayette.  
1999-2000 Affiliated with Institute of Gender Studies, Ochanomizu University, Tokyo, Japan. Ph.D. Fellow, United Nations University/Institute of Advanced Studies.

##### Professional Experience

10/2022- Professor, Sociology, Virginia Commonwealth University, Richmond  
Affiliated Faculty: Institute for Women's Health; Women's, Gender, and Sexuality Studies  
08/2017-10/22 Professor, Sociology & Courtesy Appointment in Anthropology, Purdue University, West Lafayette.  
Affiliated Faculty: Center for the Environment (Discovery Park); Purdue Policy Research Institute-by invitation (2020-21); Women's, Gender, and Sexuality Studies.  
2007- 2017 Associate Professor, Sociology, Purdue University, West Lafayette.  
2006-2007 Assistant Professor, Sociology, Purdue University, West Lafayette.  
2001-2006 Assistant Professor, Sociology & Women's Studies, Purdue University, West Lafayette.

## Professional Development Programs

10/2019	Women in Education Leadership, Harvard Graduate School of Education, Harvard University, Cambridge, MA Program convenes senior leaders interested in strengthening their leadership skills to advance education initiatives. The program focuses on how female senior leaders can effectively navigate multiple responsibilities and constituencies, and it provides a unique opportunity for growth and renewal among diverse yet like-minded women.
2019-20 (class of 2020)	HERS Leadership Institute The HERS Institute is a transformational, leadership development program for women in higher education, founded to fill leadership roles across the United States with dynamic women, each capable of ushering their respective institutions into a more inclusive and equitable future. The current curriculum covers many aspects of how to successfully lead a change initiative: general leadership principles, higher education trends, change management, organizational structure and design, budget review, financial statements, legal issues, equity, talent management, and faculty and student success. In this mutual-mentoring space, each participant has the opportunity to network with facilitators, staff, and other participants. Participants are assigned working groups that align with the backgrounds, experiences, and aspirations of Institute participants. Leadership advancement and growth are outcomes of an Institute residency. <u>My Capstone and Signature Work for the Program</u> is titled: Ensuring Retention of Faculty: Inclusive Excellence and Accountability

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## RESPONSIBILITIES IN ADMINISTRATIVE POSITIONS & SERVICE

### Senior Vice Provost for Faculty Affairs (100% administration), VCU, 10/2022-

Report to Provost. Provide strategic and operational leadership in overseeing the university's faculty, thereby building and strengthening the academic mission and infrastructure for VCU. Key components of the responsibilities also include oversight of the Center for Teaching and Learning Excellence and developing initiatives aimed at faculty success and professional development. Within the Provost's Office work closely with academic programs and student affairs. At the university level, work with deans, and other units. Attentive to shared governance processes by working with the Faculty Senate and the University Council. Collaborate with Human Resources, Compliance and the Title IX Office as related to faculty complaints/concerns and disciplinary action. Chair/convene several committees.

Major University-wide initiatives in 2023-24: P&T Task Forces (Non-Tenure Track; Tenure track/tenured); Committee to Assess Teaching Effectiveness; Provost's Lecture Series on Middle East; Restructuring/Initiating Convergence Labs @VCU as clusters. Collaborate on strategic decision-making related to student enrollment and success and academic operations.

*Areas* include internal and external awards and recognition such as the National and International Recognition (NIR-VCU), promotion and tenure (tenure track/tenured and non-tenure track), faculty engagement, including initiatives for professional development of faculty and department chairs, workshops for promotion committees, teaching and learning to support

faculty; faculty policies and procedures focused on tenure track/tenured, nontenure track (term) faculty and adjunct faculty; collaborating with Office of Development, including overseeing endowed and named professorships. Mentoring program for faculty. Serve as member of standing administrative committees and lead ad hoc committees such as the provost's lecture series about the history, culture, and religions in the Middle East; and the Land Acknowledgement Task Force. Contribute to decisions related to maximizing student success in classrooms. Work closely with VCU-ADVANCE (NSF grant). Starting February 2023, oversee and manage Q-Collective (LGBTQIA+ community at VCU); Overseeing faculty clusters as Convergence Labs @VCU to promote research. Planning and leading COACHE faculty satisfaction survey administered by Harvard.

**Key accomplishments**

- Reorganizing/structuring unit of faculty affairs for efficient and effective functioning. Building strategic vision for unit and contributing to vision of Office of Provst.
- Promotion and/or tenure of faculty: Improving transparency; Two P& T Task Forces to consider revisions to P&T criteria, process, and structure. Open faculty forums for input planned for early fall.
- Professional development for faculty: annual conference for non-tenure track faculty; mentoring initiative for faculty and department chairs; monthly forums for chairs; orientation for new faculty, new department chairs; newly promoted associate professors; annual conference for associate professors.
- Enhancing data quality and consistency. Working with Institutional Research and Decision Support and Human Resources to streamline faculty data. Presented faculty profile and trends to Strategic Task Force of Board of Visitors.
- Updating/Creating Policies: Recasting and updating promotion and tenure policy; Establishing parental leave policy; Establishing endowed chairs policy; Guidelines for emeriti faculty. Charge being assigned to faculty committee.
- Completed guidelines for sunseting COVID policy.
- Developed mechanisms for faculty recognition, particularly external awards.
- Revisioning teaching & learning in the context of contemporary technological innovations including Gen AI through the Center for Teaching & Learning Excellence (CTLE).
- Collaborated with Office of Research and Innovation to organize Research Weeks in Spring 2023. Included a session on Science and DEI preceded by keynote by NSF SBE Director.
- Consortia – Convergence Labs @VCU – initiated. Includes clusters of faculty for promoting research and develop courses/program minors, majors.
- Co-Chair Faculty Advisory Committee on Gen AI and Teaching & Learning. Committee has developed basic hand-on workshop on Gen AI tools. Addendum to Tool and General Guidelines being developed.

**Butler Chair & Director, Susan Bulkeley Butler Center for Leadership Excellence (100% administration), Purdue University, 08/2017-10/2022**

The mission of the Butler Center is to develop leadership capacity through research, education and collaborations that help advance and broaden representation in academic decision making.

Started in 2004, with endowments in about 4 million dollars, the Center is growing and expanding at a fast pace. Beginning 2018-19, the Center received two new endowments and a donation from first-time donors to Purdue who noted that the activities of the Center in 2017-18 made them excited to give to the Center. Work within Diversity & Inclusion with a dotted line to Faculty Affairs in the Office of the Provost, and directly with Provost.

Responsibilities: organizing and facilitating professional development offerings, providing educational seminars, workshops, and programs; interfacing with and advising faculty; developing new initiatives based on faculty needs; assessing impact of the initiatives; developing semester and annual plans, managing the budget, and staff at the Center and shared support in the Office of the Provost. Oversee all activities of the Butler Center.

### **Key accomplishments**

Transformed Center into a pivotal institution on campus since 2017 by engaging faculty, particularly women and faculty of color. The programs have been highly sought after, compelling requiring registration for all events of the Center.

### ***Faculty Affairs - Overview***

- Support faculty by advising and providing clarifications faculty on range of issues such as, tenure and/or promotion procedures, career planning (long- and short-term goals), weighing service options.
- Serve on key university committees including monthly Heads Forums, University Promotions Committee (tenure track/tenured faculty), Provost's Advisory Committee on Diversity and Inclusion, and Faculty Initiatives Committee in Provost's Office.
- Contributing to key processes of faculty related policies and practices within Provost's office.
  - Best Practices Tools, specifically on impact of COVID, was basis of guidance for annual reviews and Tenure and promotion. (More below on Tools.)
- Created faculty mentoring program and support mechanism
  - [Coaching and Resource Network](#) (CRN) for coaching and mentoring of faculty started in Spring 2019. CRN currently comprises a diverse set of 26 full professors. Goal is to coach, mentor, and sponsor assistant and associate professors – mainly women and faculty of color – outside of their disciplines. Differs from traditional mentoring programs in advising faculty to navigate academia and become their sponsors. Tool to assess impact is under development. Agreement signed with Georgia State University and University of Texas-Austin to replicate CRN.
  - In August 2021, introduced [CRN Connect](#) as a newsletter for CRN mentees to share accomplishments.
  - Expansion planned in three phases starting spring 2022.
  - [SBBCLE-Support Circle](#): informal, flexible support initiative for faculty during the crises – COVID-19 and protests for racial justice - started in fall 2020. Women's Global Health Institute is collaborator starting Fall 2021. Monthly 'drop-in' sessions cover specific topics such as higher education and COVID; tips and resources for the new academic year; leaders' responsibility to support faculty; faculty wellness; and addressing bias: will saying something matter?

- Developed workshops related to bias, leadership (see below)
- Developed criteria and administered multiple awards (Violet Haas award, Leadership in Action award, research grants)
- Conducted research on the mentoring program
- Integrate diversity and equity into university practices
  - Led a group of about 15 faculty members in spring and summer 2020 in conversations with Provost that resulted in the creation of the new university level committee, Provost’s Advisory Committee on Diversity and Inclusion (ACDI) - faculty. (Staff-ACDI, Student-ACDI are also being created.)
  - Assisted Provost with ACDI meeting: topics to be handled by sub-groups, strategies to move forward, chair group on faculty mentoring.
- Professional and Leadership Development
  - Led development of workshop content (committees of faculty/staff)
    - ‘Gender Bias and Intersectionality’ focused on sexism and racism and strategies to enable inclusion and address bias was piloted in Department of Pharmacy Practice in August 2020. Three offerings in College of Health and Human Science in spring 2021.
    - Developed content for advanced workshop on Gender Bias.
    - Developed content for workshop on Leadership.
  - Lead by Example series started fall 2021: The ‘Lead by Example’ series will feature speakers who model and provide insights about ‘how to be’ so that women can move into leadership positions. There are widely shared beliefs about how women must present themselves to gain acceptance as leaders can limit what women can do and how they can lead. Suggesting how to lead may feed into stereotypes of what women are expected to conform to. The series will feature women leaders who have gained respect and credibility to consider key questions: What communication strategies, qualities or features, or ways of interacting make women persuasive, credible, and successful?
  - Workshop offerings (external): In 2020-21. Amplify Women and Gender Initiative; Cracking the Confidence Code; Navigating the Invisible: Strategies and Tools to Overcome Adversity, Barriers, and Obstacles.  
Past years: How can you engage in courageous dialogues? (framework for Courageous Conversations sessions); Building Publishing Pipeline, Concrete Strategies for Increasing Your Writing Productivity; How Can Professors Practice Resilience with Vulnerability in the Academic Context?; Research Productivity and Writing; Conflict Management; Maintaining Momentum and Increasing Influence After Tenure.
  - Op Ed writing workshop conducted by OpEd Project-to enable public dissemination of faculty research (in partnership with Center for Environment and Purdue Policy Research Institute). Participants have published several op-eds.
  - Conferences
    - Inaugural annual conference for associate professors offered in March 2019. Continued every spring. Conference was opened to faculty outside Purdue in Spring 2021. See Center and conference mentioned as a

resource in [From Associate to Full Professor](#) in *Inside Higher Ed*, 5/22/20 by Keisha N. Blain. Fourth annual conference scheduled for Feb 23-24, 2022.

- Annual Conference for Assistant Professors with panel sessions that address topics pertinent to assistant professors, particularly women and women of color, typically includes a workshop. 12<sup>th</sup> annual conference titled, Institutional Resources to Soar to Promotion, was in Oct 2021. Registration has grown since 2017 (285 in fall 2020). See attendees' comments [here](#).
  - Two leadership coaching sessions organized in Fall 2017, one for faculty and one for staff, based on Susan Butler's 'Be your own CEO' model. The number of participants for these coaching sessions was restricted to 15 for each session and sessions were full within 48 hours of opening registration.
  - Offered four salary negotiation workshops and a leadership workshop conducted by the American Association of University Women (AAUW). Two of the four salary negotiation workshops were targeted to women faculty and graduate students and the remaining two targeted women staff. All sessions were full within 24 hours of opening registration, leaving 120 people on a waitlist. The leadership workshop was also full after capping attendance at 40.
  - Dialogue: Being an Ally and Better Leader by Investing in Others, Mita Mallick, Head of Inclusion, Equity and Impact, Carta and Jonathan Atwood, Purpose Driven Communications & Public Affairs Leader.
- Research
    - [Completed](#) research projects include developing reliable and valid measures for faculty perceptions of climate in department/university context.
      - [Best Practices Tools](#): Begun in fall 2020 to serve as guides for transformative change and as input for procedures and policies. Tools #1, 2, and 3 cited by other universities & *Chronicle of Higher Education*. See 'featured' below.
      - What Could University Statements Convey as a Response to Incidents of Racial/Ethnic Violence? <https://diverseeducation.com/article/214973/> May 14, 2021.
    - The flagship research initiative begun in 2017-2018 was launch of the Center's [working paper series](#) entitled, *Navigating Careers in the Academy: Gender, Race, and Class*, in collaboration with Purdue-ADVANCE. Editorial Board of faculty. Series provides a space for documenting and sharing interventions, best practices and processes resulting in breaking the isolation of women who are "different," creating an inclusive university and helping to ensure that everyone can navigate successful careers. Submissions are peer reviewed. Submissions open nationally and globally since August 2019. Latest (2020-21) special issue in two volumes: higher education and COVID-19. Authors include faculty and graduate students.
  - Recognition (awards)
    - Recognition of women's contributions to leadership and distinguished women from among Purdue's alumni with awards. Streamlined selection process for

awards: call for applications/nominations; evaluation criteria; establish review committee; honorees recognized at a formal reception.

- Awards: Violet Haas (named after Purdue's professor of electrical engineering who was instrumental in early development of Purdue chapter of Society of Women Engineers); Leadership in Action award for three categories – faculty, staff, students; Distinguished Women Scholars (Purdue PhDs with major accomplishments); Faculty grant awards from two new endowments; and graduate student travel award from a new donation.
- Special award announced Summer 2020 for 2020-21, Enabling Inclusion at Purdue. Grant awarded to three faculty led groups.

- Inclusive Engagement

- Campus led initiative –Spring 2021-Fall 2021.
  - Courageous Conversations in partnership with Purdue Policy Research Institute. Topics: Social Justice in Higher Education; Future of Work and Well-being; Global Development, Global Justice: Leading, Engaging, and Doing Research.
- Townhall Series: Higher Education and COVID-19 co-sponsored by Center and ACE-Women's Network of Indiana.
- Panel sessions: Faculty Workloads and Rewards; Trends in Higher Education: Implications for Faculty; Enabling Conversations about Inclusion; Strategies for Addressing Gender Bias in Letters; What Leaders Should Know and Do: Gender, Race, Culture and the Why, When, and How of Macroaggressions.
- Roundtable series on key topics in higher education such as collegiality, hiring and faculty retention, excellence and diversity, life-work balance.
- Introduced a new series in Fall 2017 entitled "Conversations about Inclusion" to enable dialogues about inclusionary practices among faculty, staff, and students. Topics: Enabling Inclusive Research Environments; Gender and Race/Ethnicity in Navigating Faculty/Student Relationships. Included faculty, staff, and student speakers. This series garnered an overwhelming response from campus with attendance ranging from 50-102 attendees and required the Center to close registration before events to be attentive to room capacity.
- Monthly informal Women's Exchange Network-Uncensored breakfast which continues to attract large numbers of women.

- Collaborations and Resources

- Fall 2021 and onwards: Collaboration with Women's Global Health Institute for the Support Circle.
- Fall 2020 and onwards: Collaboration with Purdue Policy Research Institute for Courageous Conversations Series. Colleges as Co-sponsors.
- 2020-21: Collaboration with Center for Environment (C4E) for leadership and Environmental Justice series.
- 2018 and onwards: Partnering with Purdue-ADVANCE in Working Paper series.
- 2017 and onwards partnering with Purdue's Cultural Centers (Black Cultural Center, Latino Cultural Center, Asian American and Asian Resource and Cultural Center).

- Make some events/workshops of Butler Center available to ACE-Women's Network of Indiana's institutional members.

**State Co-Director, ACE Women's Network of Indiana, 2019-2022**

- Lead state network meetings and attend regional and national level ACE Network meetings.
- Townhall series co-sponsored by SBBCLE in fall 2020. Topics included: leadership challenges and opportunities, doing research, and teaching.
- Organized second leadership conference, Lead from Where You Are, co-sponsored by SBBCLE, April 16, 2021. Included panel sessions: The Courage to Lead: Inner Dimensions of Leadership; How to Mentor and Support Other Women; keynote on Diversity & Leadership, & Conversation with Ted Mitchell, President, American Council on Education about New Beginnings: Higher Education in the Biden Era.
- Organizing third leadership conference, Approaching Challenges to Leadership Confidently and Passionately. Includes panel session, Inclusive Leadership; Keynote: Extraordinary YOU: The Three Pillars of Power; & a workshop: Upward Spiral: Evidence-based and Practical Tips for Building Wellness

**College of Liberal Arts Dean's Faculty Fellow 2017-18 (inaugural fellow), Purdue University**

Project: Institutional Mechanisms for Breaking the 'Glass Ceiling': Gender, Race, and Mid-Career Faculty.

Main goal of exploratory project was to develop best practices for recognition of the excellence of associate professors in the College of Liberal Arts (CLA). Intended to facilitate retention of both women and racial minority faculty to ensure they move up the career ladder – to become full professors - and take up leadership positions.

**Key Accomplishments**

- To make information about promotion criteria and processes available to faculty, the meeting organized for assistants and associate (as two separate groups) will continue annually. Report was presented at CLA Senate Spring 2018 meeting. See report [here](#).
- Exploratory study about climate initiated by administering a structured survey. Reliable and valid measures for faculty perceptions of climate were developed (above under completed projects).

**Working Group, 2015 COACHE Survey, Office of the Provost, Purdue University, 2016-17**

In Spring 2016 and Fall 2016, served on the working group of associates. Led analysis of the 2015 Collaborative on Academic Careers in Higher Education (COACHE) survey data on associate professors with assistance from the Office of Institutional Research, Assessment and Effectiveness.

**Key Accomplishments**

- Analysis focused on two outcomes of interest – recognition and climate. The working group developed a comprehensive set of recommendations.
- Presented an overview of the analysis of data on associates and the working group's recommendations at a town hall organized by the Office of the Provost, November 2016.
- Created reliable and valid measures for recognition



### **Director of Graduate Studies (DGS), Sociology, Purdue University, 2011-2015**

- Began three-year term as DGS in Sociology in the Fall of 2011. Was requested by department head, agreed to serve an additional year (2014-15). Served as proxy for the department head.
- Oversaw the administering of the graduate program. Main responsibilities included leading the monitoring and annually evaluating the progress of graduate students, recruiting students to the program, assigning fellowships and research and teaching assistantships (funding lines), assessing teaching needs, and scheduling courses, particularly graduate seminars.
- Emphasized commitment to diversity and inclusion. Sensitivity to the need for diversity and attention to inclusion was important for creating a strong graduate program, one in which students collaborate and support each other.

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### **PROFESSIONAL SERVICE (selected)**

06/2024-	Presidential Team, Sociologists for Women in Society (3-member team)
05/20-01/26	Parliamentarian, Sociologists for Women in Society
2023-24	Member, Sociologists for Women in Society President's Program Committee
2022-23	Member, Society for the Study of Social Problems President's Program Committee.
2021-22	NSF/SBE - Trans-Atlantic Platform Recovery, Renewal and Resilience in a Post Pandemic World (T-AP RRR) funding opportunity.
2020-21	NSF Reviewer.
Fall 2020	External Reviewer, Sociology Department, University of Oklahoma.
10/19-05/22	State Co-Director, American Council on Education-Women's Network of Indiana (ACE-WN-IN) (Elected by Board).
02/19-9/19	Board Member (as Purdue's Representative), American Council on Education-Women's Network of Indiana (ACE-WN-IN).
01/19-01/22	Editorial Board member, <i>Journal of World Systems Research</i> (JWSR)
06/18-05/21	Associate Editor, <i>Social Problems</i> .
2018	Sociologists for Women in Society (SWS) Sub-committee, Evaluation Policies and Procedures for Contractors/Service Providers.
2017-18	Member, Investment Committee, Sociologists for Women in Society.
2016	Member, Search Committee for Executive Officer, Sociologists for Women in Society.
2016-17	Treasurer and Council member, Sociologists for Women in Society (elected). Handled operating budget of about \$0.5 million (Treasurer-elect and Past-Treasurer in previous and subsequent year respectively).
2014-16	Member, Editorial Board, <i>Gender &amp; Society</i> .
2011-2014	Secretary/Treasurer & Council Member, American Sociological Association's Sex & Gender Section.

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### **FELLOWSHIPS, HONORS AND AWARDS (selected)**

2021	Honoree, for outstanding work in supporting faculty in academic operations, APL next ED, Valparaiso, IN. For International Women's Day. See <a href="#">here</a> . Visit <a href="http://aplnexted.com/2021Award">aplnexted.com/2021Award</a> to view recording of interview.
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- 2017 Salute to Women Honoree, Woman of Distinction, YWCA, Greater Lafayette area, IN.
- 2017 (Spring) Fellow, Purdue Policy Research Institute, Purdue Discovery Park. Project: Intimate Partner Violence and Risks to HIV: Using Empirical Evidence for Policy Making.
- 2016 (Fall) Fellow, Center for Behavioral and Social Sciences, College of Liberal Arts, Purdue. Project: Effects of Participation in Community Organizations of High-Risk Groups on Mitigating Risks to HIV.
- 2010 College of Liberal Arts Departmental Educational Excellence Award, College of Liberal Arts, Purdue.

## RESEARCH

### Books

Chardie Baird and Mangala Subramaniam (co-editors). *Breaking the Silence: Gender and Institutional Responsibility in Promotion to Full Professor* (tentative title). Contracted with Purdue University Press. Forthcoming 2025.

Alcalde, M. Cristina and Mangala Subramaniam (co-editors). 2022. *Dismantling Institutional Whiteness: Emerging Forms of Leadership in Higher Education*. (In series, Navigating Careers in Higher Education). West Lafayette, IN: Purdue University Press, 219 pages.

Subramaniam, Mangala. 2018. *Contesting Water Rights: Local, State, and Global Struggles*. NY: Palgrave Macmillan (imprint of Springer International Publishing), 178 pages.

Bradley, Tamsin, Emma Tomlin, and Mangala Subramaniam. 2009. *Dowry: Bridging the Gap between Theory and Practice*, Cambridge, UK: Zed Books and Delhi, India: Women Unlimited, 245 pages.

Subramaniam, Mangala. 2006. *The Power of Women's Organizing: Gender, Caste, and Class in India*. Lanham, MD: Lexington (sister imprint of Rowman and Littlefield), 160 pages.

Purkayastha, Bandana and Mangala Subramaniam (Co-Editors). 2004. *The Power of Women's Informal Networks: Lessons in Social Change from South Asia and West Africa*. Lanham, MD: Lexington Books, (sister imprint of Rowman and Littlefield), 142 pages.

### Articles (since 2001)

Subramaniam, Mangala. "Empathy in Research Process: Study of Women in Sex Work in India." *Current Sociology*, <https://journals.sagepub.com/doi/10.1177/00113921221097154> June 3, 2022 (online first).

Rachel D. Scarlett, Mangala Subramaniam, Sara K. McMillan, Anastasia Theresa Ingermann, Sandra M. Clinton. 2021 "Stormwater on the Margins: Influence of Race, Gender, and Education on Willingness to Participate in Stormwater Management." *Journal of Environmental Management* 290: 112552.

Perrucci, Carolyn Cummings, Mangala Subramaniam, and Perrucci, Robert. 2020. "Gender and Publication in Two Longstanding Sociology Journals, 1960-2010." *International Journal of Contemporary Sociology* 57(1): 25-47.

Perrucci, Robert, Carolyn Cummings Perrucci, and Mangala Subramaniam. 2019. "Publications in Four Sociology Journals, 1960-2010: The Role of Discipline Demographics and Journal Mission." *Sociological Focus* 52(3): 171-85.

Palmer, Zachary D. and Mangala Subramaniam. 2018. "Abstract Egalitarianism and Men as Victims: Strategic Choice of Frames by Men's Rights Organizations." *International Social Science Journal*. online first August 8, 2018

Robert Perrucci, Carolyn Cummings Perrucci, and Mangala Subramaniam. 2017. "From Little Science to Big Science: Were Women and Non-Elites Left Out?" *Archives of Psychology* 1(1): 1-5. <http://www.archivesofpsychology.org/index.php/aop>

Chakraborty, Shaonli, Shiv Kumar, Mangala Subramaniam (equal authors). 2017. "Safe city: Analysis of services for gender-based violence in Bengaluru, India." *International Sociology* 32(3): 299-322 (First online March 18, 2017).

Young Lisa J. and Mangala Subramaniam. 2017. "Eco-critical Consciousness Meets Oppositional Consciousness: Reading Early Chicago Housing Activism Through an Environmental Lens." *Sociological Focus* 50(2):198-212 (First online December 27, 2016).

Subramaniam, Mangala and Preethi Krishnan. 2016. "Stranded between the Law, Family, and Society: Women in Domestic Violence and Rulings of India's Supreme Court." *Current Sociology* 64(4): 603-619.

Leamaster, Reid J. and Mangala Subramaniam. 2016. "Career and/or Motherhood? Gender and the LDS Church." *Sociological Perspectives* 59(4): 776-797 (Advance online 2015).

Subramaniam, Mangala and Laura Zanotti. 2015. "Introductory Essay: Environmental Justice-Just Livelihoods." *Politics, Groups, Identities* 3(4): 649-654.

Krishnan, Preethi and Mangala Subramaniam. 2015. "Domestic Violence and Intra-family Dynamics: Analysis of India's Supreme Court Rulings." *Contemporary Perspectives in Family Research* 9:45-72.

Williford, Beth and Mangala Subramaniam. 2015. "Transnational Field and Frames: Organizations in Ecuador and the US." *Research in Social Movements, Conflicts, and Change* 38: 37-67.

Krishnan, Preethi and Mangala Subramaniam. 2015. "Understanding the State: Right to Food Campaign in India." *The Global South* 8(2): 101-118.

Kadowaki, Joy and Mangala Subramaniam. 2014. "Coping with Emotional Labor: Strategies Adopted by Instructors." *White Privilege Conference Journal: Understanding and Dismantling Privilege* IV(2): 154-172.

Subramaniam, Mangala. 2014. "Neoliberalism and Water Rights: Case of India." *Current Sociology* 62(3): 393-411.

Subramaniam, Mangala, Preethi Krishnan Ramaswamy, and Christopher Bunka. 2014. "Women's Movement Groups in State Policy Formulation: Addressing Violence against Women." *Indian Anthropologist* (Special Issue on State and Public Policy) 44(1): 37-52.

Subramaniam, Mangala, Robert Perrucci, and David Whitlock. 2014. "Intellectual Closure: A Theoretical Framework Linking Knowledge, Power, and the Corporate University." *Critical Sociology* 40(3): 411-30 (advance online December 21, 2012).

Subramaniam, Mangala and Beth Williford. 2012. "Contesting Water Rights: Collective Ownership & Struggles against Privatization." *Sociology Compass* 6(5): 413-24.

Subramaniam, Mangala. 2012. "Grassroots Groups and Poor Women's Empowerment in Rural India." *International Sociology* 27(1): 70 - 93.

Mitra, Debarashmi and Mangala Subramaniam. 2009. "Trafficking in Women as Gender-Based Violence: Policy Initiatives of UN and India." *International Journal of Contemporary Sociology* 46(2):251-78.

Cherukuri, Suvarna, Dana Britton and Mangala Subramaniam. 2009. "Women in an Indian State Prison: Intersections of Gender, Caste and Class." *Feminist Criminology* 4: 252 - 274.

Subramaniam, Mangala. 2009. "Capability Building as Potential to Protest Gender and Caste Injustice: Poor Women in Rural India," *Theory in Action* 2(1): 1-22.

Subramaniam, Mangala. 2008. "Your Job is Bangalored! The Role of the State in Outsourcing in the IT Industry," *International Journal of Contemporary Sociology* 45(1): 37-58.

Subramaniam, Mangala. 2007. "NGOs and Resources in the Construction of Intellectual Realms: Cases from India." *Critical Sociology* 33(3): 551-73.

Subramaniam, Mangala, Manjusha Gupte and Debarashmi Mitra. 2003. "Local to Global: Transnational Networks and Indian Women's Grassroots Organizing." *Mobilization* 8(3): 335-52.

Subramaniam, Mangala. 2003. "Capacity-building and Change: Women and Development in India." *Women's Studies Quarterly* 31(3 & 4):192-211.

Purkayastha, Bandana, Mangala Subramaniam, Manisha Desai and Sunita Bose. 2003. "The Study of Gender in India: A Partial Review." *Gender & Society* 17(4): 503-524.

### ***Invited***

Subramaniam, Mangala. 2024. Foreword in *A Toolkit for Mid-Career Academics: Cultivating Career Advancement* edited by Vicki L. Baker, Aimee LaPointe Terosky, and Laura Gail Lunsford. NY: Routledge.

### ***Editor, Book Series/Special Issues***

Book Series Editor through Purdue University Press. [Navigating Careers in Higher Education](#) Also [here](#) (rolling deadline starting July 2020). See [Purdue University Press focused on challenges of today](#). Also see blog, [What is #NextUP at Purdue University Press: A Series is Born and a Friend is Made.](#) [

Subramaniam, Mangala. Editor, Special Issue, States and Social Movements in the Modern World-System. 2015. *Journal of World Systems Research* (American Sociological Association's Political Economy of the World System section journal), 21(1).

Subramaniam, Mangala and Laura Zanotti. 2015. Co-Editors, Dialogues section, *Politics, Groups, Identities*, 3(4).

Subramaniam, Mangala, Organizer, Symposium - Bridging Scholarship: The Indian Women's Movement. *Contemporary Sociology*, November 2004, 33(6): 635-39.

### **Symposium Essay**

Subramaniam, Mangala. 2004. "The Indian Women's Movement," Introductory and Synthesizing Essay for Symposium in *Contemporary Sociology*, 33(6): 635-39.

### **Book Chapters (since 2010)**

Subramaniam, Mangala and Zeba Kokan. 2022. "As a campus community, we stand with ...": Leadership Responsibility in Addressing Racism on University Campuses." In *Dismantling Institutional Whiteness: Emerging Forms of Leadership in Higher Education* edited by Alcalde, M. Cristina and Mangala Subramaniam (co-editors). (In series, Navigating Careers in Higher Education). West Lafayette, IN: Purdue University Press.

Alcalde, M. Cristina and Mangala Subramaniam. 2022. "Introduction: Gendering and Racializing Contemporary Leadership in Higher Education." In *Dismantling Institutional Whiteness: Emerging Forms of Leadership in Higher Education* edited by Alcalde, M. Cristina and Mangala Subramaniam (co-editors). (In series, Navigating Careers in Higher Education). West Lafayette, IN: Purdue University Press.

Subramaniam, Mangala and Cristina M. Alcalde. 2022. Afterword: Strategies and Lessons for Changing the Leadership Landscape in Higher Education. In *Dismantling Institutional Whiteness: Emerging Forms of Leadership in Higher Education* edited by Alcalde, M. Cristina and Mangala Subramaniam (co-editors). (In series, Navigating Careers in Higher Education). West Lafayette, IN: Purdue University Press.

Subramaniam, Mangala and Preethi Krishnan. 2019. "Intersections of Gender, Caste, and Class: Agenda Building in the Indian Women's Movement." Pp.55-65 in *Women's and Gender Studies in India: Crossings* edited by Anu Aneja. Delhi: Routledge India.

Soma Chaudhuri, Preethi Krishnan, & Mangala Subramaniam (equal authors). 2018. "Mainstreaming Gender, Endangered, Ungendered? Analysis of Media Reports of 2012 Case of Rape in India." *Advances in Gender Research* 26: 125-140.

Subramaniam, Mangala, Zachary D. Palmer, and Vasundhara Kaul. 2018. "Sex Workers and Coping with Violence: Implications for Policy-Making." Pp. 105-111 in *Global Agenda for Social Justice* edited by Glenn W. Muschert, Kristen M. Budd, Michelle Christian, Brian V. Klocke, Robert Perrucci & Jon Shefner. Bristol, UK: Policy Press

Perrucci, Robert, Mangala Subramaniam, and Carolyn C. Perrucci. 2016. "Who Publishes in Leading Sociology Journals, 1965-2010?" Pp 77-86 in *What to Expect and How to Respond: Distress and Success in Academia* edited by Earl Wright II and Thomas Calhoun. MD: Rowman & Littlefield.

Subramaniam, Mangala and Preethi Krishnan Ramaswamy. 2014. "Gender, Caste, and Class: Structural Violence in India." Pp. 240-248 in *Routledge International Handbook of Race, Class and Gender* edited by Shirley Jackson. UK: Routledge (Taylor & Francis Group).

Subramaniam, Mangala. 2014. "Resisting Gendered Religious Nationalism: The Case of Religious Based Violence in Gujarat, India." *Advances in Gender Research: Gendered Perspectives on Conflict and Violence* edited by Marcia Texler Segal and Vasilikie Demos. Volume 18 (part b): 73-98. Bingley, UK: Emerald.

Subramaniam, Mangala. 2013. "The Medicalization of HIV/AIDS Policy: The Case of India." Pp. 177-202 in *Global HIV/AIDS Politics, Policy and Activism: Persistent Challenges and Emerging Issues* edited by Raymond Smith. Santa Barbara, CA: Praeger Publishers.

Lowrie, Patricia, Lisa Greenhill, Mangala Subramaniam, and Ken Gorczyka. 2013. "Origin of Coordinates: The Dilemma of Social Constructs." Pp. 41-54 in *A Strategy for Inclusiveness in Veterinary Medicine* edited by Sandy Amass and Pat Lowrie. West Lafayette, IN: Purdue University Press.

### **Other Writing (selected)**

<https://rss.com/podcasts/prathiwiputri/1239939/> Podcast on Water Rights for Dr. Prathiwidhyatmi Putri, CO-Water, From Conflict to Co-production (European Union's Horizon 2020 programme/ Marie Skłodowska-Curie Actions). Series <https://rss.com/podcasts/prathiwiputri/> in preparation for the people's water forum in Bali, Indonesia in 2024 organized by KRUHA <https://kruha.org/> with its network the global justice movement, November 2023.

Subramaniam, Mangala and Michael Boeh. 2023. Generative Artificial Intelligence (Gen AI) and Teaching & Learning Tool. VCU Office of the Provost-Faculty Affairs. [[Resource Tool](#)]

Riley, Donna and Mangala Subramaniam. 2021. How to assess faculty COVID impact statements using an equity lens. *Inside Higher Ed*, November 12, 2021.  
<https://www.insidehighered.com/advice/2021/11/12/how-promotion-committees-should-assess-covid-impact-statements-opinion>

Riley, Donna and Mangala Subramaniam. 2021. *Best Practices Tool #5: Documenting the Impact of COVID-19 on Faculty (tenure track/tenured)*. Susan Bulkeley Butler Center for Leadership Excellence, Purdue University.

Subramaniam, Mangala, Megha Anwer, Jennifer Freeman Marshall, Shalini Low-Nam, and Laura Zanotti. 2021. *How to Engage in Discussions of Differences Such as Race. Best Practices Tool #4B*. Susan Bulkeley Butler Center for Leadership Excellence, Purdue University.

Subramaniam, Mangala, Megha Anwer, Jennifer Freeman Marshall, Shalini Low-Nam, and Laura Zanotti. 2021. *How to Engage in Discussions of Differences Such as Race. Best Practices Tool #4A*. Susan Bulkeley Butler Center for Leadership Excellence, Purdue University.

Subramaniam, Mangala. 2021. *Best Practices Tool #2: Impact of COVID-19 on Faculty: What can Purdue Do?* Susan Bulkeley Butler Center for Leadership Excellence, Purdue University.

Subramaniam, Mangala. 2020. *Best Practices Tool #3: Documenting the Impact of COVID-19 on Clinical Faculty*. Susan Bulkeley Butler Center for Leadership Excellence, Purdue University.

Subramaniam, Mangala. 2020. *Best Practices Tool #1: Documenting the Impact of COVID-19 on Faculty (tenure track/tenured)*. Susan Bulkeley Butler Center for Leadership Excellence, Purdue University.

M. Cristina Alcalde and Mangala Subramaniam (equal authors). “Women in Leadership Positions: Challenges and Recommendations” *Inside Higher Ed*, July 17, 2020  
<https://www.insidehighered.com/views/2020/07/17/women-leadership-academe-still-face-challenges-structures-systems-and-mind-sets>

Subramaniam, Mangala. 2020. Protesting the 2019 Citizenship Amendment Act in India. *Critical Mass Bulletin*, Newsletter of the Section on Collective Behavior and Social Movements, American Sociological Association, 45(1): 2-3.

Subramaniam, Mangala. 2020. “Editor’s Note: Inclusive Excellence: Challenges and Opportunities.” Butler Center and Purdue-ADVANCE *Working Paper Series - Navigating Careers in the Academy: Gender, Race, and Class*. 2(2):1-2

Subramaniam, Mangala. 2018. "Underpinnings of Gender and Colorism in the Culture of Niceness in Universities." *Butler Center and Purdue-ADVANCE Working Paper Series - Navigating Careers in the Academy: Gender, Race, and Class*. 1(2): 5-16.  
[https://www.purdue.edu/butler/documents/5-Underpinnings-essay\\_Subramaniam\\_final.pdf](https://www.purdue.edu/butler/documents/5-Underpinnings-essay_Subramaniam_final.pdf)

**Grants received (selected)**

PI (one of three PIs), [VCU National Coordinating Center for Advancing Gender Inclusive Excellence](#). NIH RFA-OD-23-004, U24; 09/2024 - 09/2029 (\$ 2.88 million).

Co-PI, Starting November 2023. Overcoming Immunity to Change. VCU NSF ADVANCE grant 2019-2025 (\$2.99 million).

Consultant, Researching Library Leadership Development Strategies for BIPOC Populations in Research-Intensive Environments. Purdue's Libraries and School of Information Studies. Funded by Institute of Museum and Library Services (IMLS). October 1, 2021- September 30, 2023 (\$258,395).

Co-PI (with Christie Sennott). From Mother to Daughter: HIV Risk and Knowledge Transmission about Sexual and Reproductive Health in India and South Africa. College of Liberal Arts Global Research Synergy grant, 2017 (\$18,188).

ASPIRE award, Office of Dean of CLA. To present a paper at the workshop at University of Oxford (UK), September 2016 (\$2,380).

PI, Coping with Intimate Partner Violence: High Risk Groups and HIV Prevention in India. Purdue College of Liberal Arts Exploratory Research in the Social Sciences grant, 2016. (\$25,000).

PI, Intimate Partner Violence and HIV Prevention among Women Sex Workers in India. Purdue College of Liberal Arts Community Engagement grant, 2015-16. (\$5,000). Collaborator -Swasti (India).

Co-PI (with Jean Beaman). International Symposium - New Approaches to Citizenship and Inequality: Gender, Race, and Rights. Purdue College of Liberal Arts Global Synergy Research Grant from the President's Office, 2015-16, (\$25,000).

Purdue College of Liberal Arts INNOVATE Grant (with Ken Ferraro, Rachel Einwohner, Scott Feld, and Christie Sennott). Research Internship in Sociology 2015-16 (\$10,000).

PI. Gender and Social Impacts of Institutional Arrangements for Improved Seed Technologies. Purdue-Mellon Grand Challenge Exploratory Award, 2014-16 (\$60,214). [Co-PIs: Marianne Stowell Bracke, Mary Dugan; Joan R. Fulton, Dawn G. Marsh, and Leigh S. Raymond].



Co-PI (PI: Laurel Weldon). Diversity and Inclusion: Implications for Science and Society. Office of OVPR, Purdue University, 2013 (\$289,317) [Section: Social Movements].

PI. Purdue College of Liberal Arts Global Research Synergy Grant for Faculty for project “HIV/AIDS and the Rights of Sex Workers,” 2013 (\$ 11,220).

PI. Grant award for ‘Engaging India’ from Office of Vice President for Engagement, Purdue University. Symposium titled ‘State and Social Movements: Violence, Health, Food Security’ at IIT, Madras, India, March 2013 (\$12,090). [Co-PIs: Bert Useem, Ellen Gruenbaum].

Policy Brief Incentive Award, Global Policy Research Institute, Purdue University, 2012 (\$4,000) [with Christopher Bunka].

Co-PI, Social Movements around Water, Collaborative Project funded by International Water Management Institute (IWMI-TATA). Core Research Group: Purdue University.

Representative of IWMI-TATA, Society for Promoting Participative Ecosystem Management (SOPPECOM), Madras Institute of Development Studies, India. SOPPECOM is coordinating agency, January 2008 (Indian Rupees 995,000 approximately).

*Project related workshop*: Leader, Methodology Workshop for Case Studies on Social Movements around Water, July 6-7, 2008.

PI, Gender and Socio-cultural Scripting: Non-governmental Organizations (NGOs) and HIV/AIDS in India, Kinley Trust Grant, Spring 2007 (\$19,930).

PI, Social Movements and Water in India, Asian Initiative Research Grant, Purdue University, Spring 2007 (\$9,000).

PI, American Sociological Association/National Science Foundation Grants for Cutting Edge Research and Research Activities: The Fund for the Advancement of the Discipline award, Group Effects on Poor Women’s Empowerment in Rural India, Fall 2004 (\$3,080).

Co-investigator, National Endowment for the Humanities (NEH) grant, Nation, State, and Family: Women’s Political Writings, (PIs: Hilda Smith, University of Cincinnati and Berenice Carroll, Purdue University). Collaborative project of Purdue University, University of Cincinnati, and Xavier University. Fall 2004 (\$74,756).

Purdue Research Foundation (PRF) Summer faculty grant, “Role of Civic Networks in the Empowerment of Muslim Women in India,” March 2004, (\$7,000).

***Submitted (awaiting decision)***

PI (with 3 additional PIs). VCU National Coordinating Center for Advancing Gender Inclusive Excellence. NIH RFA-OD-23-004, U24: Advancing Gender Inclusive Excellence (AGIE) Coordinating Center.

## CONFERENCE PAPERS AND PARTICIPATION

### Invited (selected)

### Invited Presentations/Workshops (national & international)

Building & Strengthening your Mentor Network, School of Pharmacy, VCU, August 12, 2024 (forthcoming)

Invited Workshop, Strategies for Mitigating Unconscious Bias in Workspaces and Classrooms, as part of the "Radhika Rajan Women's Leadership Lecture Series", IIT, Bombay, July 12, 2024. ["Radhika Rajan, alumna of the 1977 Physics batch at IITB, established an endowment in 2008 to sponsor a lecture series. The purpose is to bring in accomplished women achievers and leaders to campus, to foster discussions and, ideally, to spend some time with our students."]

Invited Workshop, Navigating and Building Resilience as a Woman in Academia, Departments of Biosciences and Bioengineering, IIT, Bombay, July 13, 2024.

Session, Speaker in conversation, Preventing Faculty Burnout, *Chronicle of Higher Education* & NCFDD, April 24, 2024. [More than 1,000 registrants; 450 attended live session.]

Workshop: Mentoring and Networking for Faculty Success, Miami University of Ohio, April 3, 2024

Presentation at session: Social Movements: Forms and Emergence, Peoples Water Forum, Bali, Indonesia, March 2024 (Virtual public international forum).

Discussion of Book, *Dismantling Institutional Whiteness: Emerging Forms of Leadership in Higher Education*. Courageous Conversations Series, University of Lynchburg, VA, February 28, 2024 (Virtual).

Research Incubator/Collaborative Conversations - Feminism, Activism, and the Academy Co-Facilitator (with LaTonya J. Trotter, University of Washington), Sociologists for Women in Society, Annual Winter Meetings, Santa Ana Pueblo, New Mexico, January 2024.

Workshop: Feminist Lens into the Process of Promotion from Associate to Full Professor. Co-organizer (with Chardie Baird, Kansas State University), Sociologists for Women in Society, Annual Winter Meetings, Santa Ana Pueblo, New Mexico, January 2024.

Dismantling Institutional Whiteness: Policies, Programs, and Practices for Advancing Equity, Network of Schools of Public Policy, Affairs, and Administration (NASPAA) Presidential Session, Pittsburgh, October 2023.

Private-Public Partnership (P3-EDU) Conference Sponsored by the Chronicle of Higher Education (by invite only), Denver, September 2023.

Workshop, Potential Strategies for Addressing Gender Bias in Academia. Rhodes College, Memphis, March 2023.

Talk, Doing the ‘Work’ of Inclusive Leadership: Why and How? Rhodes College, Memphis, March 2023.

Webinar, Meet a VCU Author. Book: *Dismantling Institutional Whiteness: Emerging Forms of Leadership in Higher Education*. Humanities Research Center, January 31, 2023. (Largest turnout - >200 – for a Meet a VCU Author event.

Webinar, Integrating Service and Leadership Contributions in Processes of Promotion from Associate to Full Professor. 4-part webinar series, Preparing Dossiers for Promotion from Associate to Full Professor, National Center for Faculty Development and Diversity (NCFDD), Recorded May 27, 2022. Released August 3, 2022.

Creating a Faculty Mentoring Initiative. FLAME University, Pune, India, June 21, 2022

Doing the ‘Work’ of Inclusive Leadership. Purdue Engineering Staff Leadership Academy (PESLA), Purdue University, (virtual) March 22, 2022.

Keynote: Gendered Impacts of COVID: How Can Universities Support Faculty? International Women's Day theme, Imagining equal futures: Women and work in a post-pandemic world, Flame University, Pune, India (virtual), March 10, 2022.

Keynote: Diversifying Leadership in Higher Education: Why and How? International Conference on ‘Women in Learning and Leadership’ to coincide with International Women’s Day, National Institute of Technology, Warangal (virtual), March 9, 2022

Workshop: Potential Strategies for Addressing Gender Bias in Academia: A Focus on the Indian Context. Indian National Young Academy of Sciences (INYAS) founded by the Indian National Science Academy. To coincide with International Women’s Day. March 7, 2022.

Over the Hurdles and Through the Hoops: Building equity into promotion processes. Talk in the series, Equity in the Promotion Process: Building Responsive Systems of Review, An Equity Centered Faculty Lifecycle, Indiana University, Bloomington (virtual), March 3, 2022.

Review Remarks for book, *Social Norms, Gender and Collective Behaviour: Development Paradigms in India*, 2021, Palgrave Macmillan at Institute of Rural Management, Anand (IRMA), India (virtual), February 1, 2022.

Campus Resources on Wellness. College of Health and Human Sciences, Senate’s Full Faculty Meeting, Purdue University, November 4, 2021.

Discussant, Session: Gender, Inclusion, and Justice. Symposium- Next Steps: Environmental Justice, Climate Change & Racial Justice, Purdue University, March 25-26, 2021.

Facilitator, Gender, Inclusion, and Justice (Concurrent Working Group Sessions). Symposium- Next Steps: Environmental Justice, Climate Change & Racial Justice, Purdue University, March 25-26, 2021.

The Why and How of Best Practices Tools: An Overview of Tool, How to talk about and discuss ‘difference’? Kansas State University, February 24, 2021.

Addressing Gender and Race/Ethnicity in Shaping Career Trajectories in Academia: What Can Faculty and Institutions Do? Georgia State University, February 17, 2021.

Supporting and Advocating for Faculty During the Crises. Invited Panel titled, Intersectional Inequalities among Faculty and the Institutional Response to Current Crises, Sociologists for Women in Society, January 2021.

Invited Commentary and Analysis on project, Women Empowered in Science. Final year project by Yasmin Wafai, advisor: Dr. Vasanta Subramanian. Hosted by the Subramanian Lab, University of Bath, UK. [See here](#). December 2020.

Keynote, Doing the Work of Leadership to Transform Institutions, at GEARING Roles’ second annual conference, Gender and Leadership in Higher Education and Research, (Consortium of Universities across 8 countries of European Union including UK), November 9, 2020.

Environmental Justice: Local and Global Struggles, Lunch and Learn Series, Center for Environment, Discovery Park, Purdue University, September 2020.

Diversity and Leadership, Lecture in OBHR 590, Krannert School of Management, Purdue University, Fall 2020.

Underpinnings of Gender and Colorism in the Culture of Niceness in Universities.

Presented at (1) Academic Deans Council, Purdue University, February 27, 2019, (2) ADVANCE Steering Committee, Purdue University, April 2019, (3) Dean, Polytechnic’s leadership team, Purdue University, April 2019.

Response to Invited Lecture ‘Exploring and Educating About the Evolution of Human Physical Diversity’ by Dr. Nina Jablonski. Anthropology 10<sup>th</sup> Anniversary Event, October 2018.

About the Susan Bulkeley Butler Center for Leadership Excellence. Faculty Senate, Purdue University, September 2018.

Contesting Water Rights: Local, State, and Global Struggles. Institute of Rural Management, Anand (India), December 2017.

Studying Marginalized Populations. Lunch and Learn series of Asian American and Asian Resource and Cultural Center, Purdue University, September 28, 2017.

COACHE (2014-15) Survey Data Analysis: Associate Professors at Purdue University, Presentation at Townhall organized by Office of Provost, November 7, 2016.

Improved Seed Technologies: Experiences from a Mellon Grant Project. Grand Challenges Conference, Purdue University, September 2016.

Panel: Working toward Success and Managing Failure. 7th Annual Conference for Pre-Tenure Women. Purdue University, Organized by Susan Bulkeley Butler Center for Leadership Excellence, September 2016.

Presider, Regular Session – Social Movements: Infrastructures of Social Movements. Organizer, Paul Almeida. ASA Annual Meetings, Seattle, August 2016.

Feminist leadership in community settings. Panel on Feminist Leadership: Individual Strategies and Structural Change (sponsored by Sociologists for Women in Society - South). Southern Sociological Association meetings, April 2016.

Gender and HIV/AIDS Prevention: Perspective from India. HIV/AIDS Awareness Week sponsored by Asian and Asian American Studies Center & LGBTQ Center, Purdue University, November 2015.

Gender and Social Impacts of Improved Seed Technologies. Update on Mellon grant project. Policies for Progress, Purdue University, October 2015.

Presider, Regular Session. Violence in Less Frequently Studied Locations. Presider, ASA Annual Meetings, Chicago, 2015.

NSF Graduate Research Fellowship Program. Purdue's College of Liberal Arts Workshop, Fall 2014 & Fall 2015.

### **Presentations at Conferences and Workshops [After 2013]**

Empowering women in higher education: Strategies for navigating inequities, advancing careers, and leveraging institutional programs. ACE Women's Network Virginia: Virginia Network Women of Color Conference - Theme: Walking in Her Shoes: Understanding the Challenges of Women of Color in Higher Education and Creating Environments Where ALL Succeed. Petersburg, Virginia, May 31, 2024 (with Lisa Abrams, Susan Coombes, and Archana Pathak.)

Building our own table: Strategies for Women of Color to break the concrete ceiling and move up the leadership ladder, 2023 Faculty Women of Color in the Academy (FWCA), Arlington, VA, April 2023 (With Archana Pathak and Cleopatra Magwaro).

Moderator, Preparing for Promotion/Tenure: Top Tips, 12th Annual Conference for Assistant Professors titled, Institutional Resources to Soar to Promotion, Purdue University, October 13-14, 2021.

“As a campus community, we stand with ...”: Leadership Responsibility in Addressing Racism on University Campuses. Accepted for Regular Session, Racism, Anti-Racism.

American Sociological Association Annual Meetings, August 2021 (with Zeba Kokan).

Hidden Hurdles and Gendered Recognition: Perceptions of Associates Professors. Section on Organizations, Occupations, and Work/Open Topics on Organizations, Occupations, and Work. American Sociological Association Annual Meetings, 2020.

Inequities in Water Policies: Cases of India and South Africa. Global Water Security for Agriculture and Natural Resources: An ASABE Global Initiative Conference, Hyderabad, India, October 2018 (with Rachel Scarlett, Becca Nixon, and Dulcy Abraham)

Formal and Substantive Equality in Domestic Violence Cases: Legal Interpretations by India's Supreme Court. ASA Annual Meetings, Philadelphia, August 2018 (with Preethi Krishnan).

Developing Valid and Reliable Measures for 'Climate' in a University Setting. ASA Annual Meetings, Philadelphia, August 2018 (with Zachary D. Palmer).

Coping with Violence: Women in Sex Work and Transgender People in Karnataka, India. *XIX ISA World Congress of Sociology*, Toronto, Ontario, July 2018 (with Zachary D. Palmer and Vasundhara Kaul).

Demanding Rights: Practices in Community Organizations of Women in Sex Work. *XIX ISA World Congress of Sociology*, Toronto, Ontario, July 2018 (with Zachary D. Palmer).

Food, Water, and Social Justice: Women in Rural India. UN Commission on the Status of Women on "Feminist Sociological Research: Challenges and Opportunities of Rural Women & Girls"!, New York City, March 2018 (with Preethi Krishnan).

Constructing Oppositional Consciousness: Taaras, a Movement of Women in Sex Work. ASA Annual Meetings, Montreal, 2017 (with Shama Karkal, and Kallan Gowda).

Ignorance and Knowledge: Women Sex Workers and HIV Prevention in India. Closed workshop, Ethics and Politics of Community Engagement in Global Health Research, University of Oxford (UK), September 2016.

Gender and Social Impacts of Institutional Arrangements for Improved Seed Technologies: A Review of the Literature. Regular Session. Food and Agriculture: Seeds, Safety, and Systems. ASA Annual Meetings, Seattle, August 2016 (with Andrew Raridon, Preethi Krishnan, Leigh Raymond, and Marianne Bracke).

Empathy as Emotion Work in Research: Study of Women Sex Workers in India. Regular session: Methodology, Qualitative. ASA Annual Meetings, Seattle, August 2016.

Intimate Partner Violence and HIV Prevention among Women Sex Workers: Case of India. SWS Winter meetings, February 2016 (with Jenean Cox and Ellen Rochford).

Gender Impacts of Institutional Arrangements for Improved Seed Technologies. Panel: Food system governance: Institutional innovation. International Conference on Global Food Security, Cornell University, October 2015 (with Preethi Krishnan and Leigh Raymond).

Domestic Violence and Intra-family Dynamics: Analysis of India's Supreme Court Rulings. Regular session "Sex and Violence." ASA Annual Meetings, Chicago, 2015 (with Preethi Krishnan).

Safety? Analysis of Services to Respond to Gender based Violence in Bengaluru, India. Regular Session. Violence in Less Frequently Studied Locations. ASA Annual Meetings, Chicago, 2015 (with Shaonli Chakraborty and Shiv Kumar).

Gender-Blind and Pro-Gender Judgments: Domestic Violence Cases and India's Supreme Court. ASA Annual Meetings, San Francisco, 2014 (with Preethi Krishnan).

Academic Social Closure: Publication Patterns in Two Sociology Flagship Journals, 1960-2010. ASA Annual Meetings, San Francisco, 2014 (with Robert Perrucci and Carolyn Perrucci).

Women Sociologists as Editors and Authors in Two Leading Sociology Journals: 1960 – 2010. ASA Annual Meetings, San Francisco, 2014 (with Robert Perrucci and Carolyn Perrucci).

Editors, Authors, and Social Closure in Four Leading Sociology Journals, 1960-2010: The Role of Discipline Demographics and Journal Mission. ASA Annual Meetings, San Francisco, 2014 (with Robert Perrucci and Carolyn Perrucci).

"Doing" Research - Female Sex Workers and HIV/AIDS: Notes from an Exploratory Qualitative Study in India. Health and Disease: Science, Culture and Policy. Research Poster Session, Purdue University, March 2014 (with Preethi Krishnan).

Local Struggles for Rights and Justice. Pre-ASA Mini-conference, "Power and Justice in the Contemporary World System" sponsored by ASA sections – CBSM, PEWS, Development, Human Rights, New York, August 2013.

Globalization and State Power: India and "BRICS". Regular Session: World-Systems, ASA Annual Meetings, New York, August 2013 (with Christopher Bunka).

Big Science and Social Closure: Publication Patterns in a Sociology Flagship Journal, 1960-2010. Sociology of Education Roundtables, ASA Annual Meetings, New York, August 2013 (with Robert Perrucci and Carolyn Perrucci).

Re-examining World-Systems Theory Using the Case of BRICS. Symposium, State and Social Movements, Chennai (India), March 2013 (with Christopher Bunka).

Relational Fields and Social Movements: The Case of the Anti-Corruption Movement in India. Symposium, State and Social Movements, Chennai (India), March 2013 (with Bert Useem).

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## **TEACHING**

### **Courses taught (since 2007)**

#### Graduate level

Introduction to Research Methods I (required graduate methods)

Sociology of Gender - Seminar

Readings in Political Sociology: Social Movements - Seminar

Transnational Social Movements - Seminar

Independent Studies supervised (topics): Media Coverage of Protest; Immigration and Social Movements, Global Political Economy: Sociological Perspectives; Feminist Theory and Methodology; Readings in Political Sociology; Race & Ethnicity; Black Feminist Thought; Transnational Movements; Feminist Movements; Gender & Work

#### Undergraduate level

Gender Roles in Modern Society (College Core)

Introduction to Methods of Social Research I (Statistics)

Global Social Movements – Honors only; Regular course (University core)

Independent Study

#### Guest Lectures for Courses

At VCU: Research Methods for Social Sciences (undergraduate); Freshman Student Success courses: Leadership Development for Women of Color.

Comparative Health Policy; Women and Leadership course (ENTR 470)-senior level course in entrepreneurship); Introduction to Global Studies (for Global Studies majors and minors)

## **Mentoring**

### **Graduate Student Committees**

#### **i. Graduated PhDs - Major Professor or Co-Chair**

Beth Williford, PhD (2009)

Topic: Globalization, Local Movement and Transnational Networks.  
(Funded through NSF Dissertation Improvement grant.)

Christopher Bunka, PhD (2016)

Topic: Globalization and State: Factors Contributing to the Contemporary Food Crisis.

Gulcin Con, PhD (2018)

Topic: Gender and Parental Support to Adult Children in Later Life

#### **ii. Graduated with MS - Major Professor or Co-Chair**

Ellen Rochford (MS 2017)

Gender and Ability in Intercountry Adoption Markets: State regulation and parental preference in the United States.

Jenean Cox (MS 2014)

Immigrant Experiences with the United States Visa Application Process.



Preethi Krishnan Ramaswamy, (MS 2013)  
 Adjudicating Domestic Violence Cases: Interpretations of Domestic  
 Violence Laws by the Supreme Court in India.

Soon seok Park MS (2013)  
 Public Opinion regarding Globalization: Explanatory Power of Attitudes  
 toward Nationalism.

David Whitlock, MS (2011)  
 Resentment and Mobilization: The Tea Party Movement and an  
 Embedded Case of Protest.

Lori Lundell, (MS 2010)  
 Social Meaning of Retail Spaces: Gender, Race and Class.

Shalini Choudhury, MS (2009)  
 Native Language Retention among Asian Immigrants.

Christopher Malackany, MS (2009)  
 A Selective Imperialist Model for the U.S. State in the Global Political  
 Economy.

Kirstin Eismin, MS, American Studies & Women's Studies (2007)  
 Mobilization through the Internet: A Case Study of Indiana NOW.

Dina Banerjee, MS (2004)  
 Group Participation & Women's Perceived Autonomy in Rural India.

Purba Das, MS (2002)  
 Globalization and Consumerism.

B. As PhD committee member

Soon seok Park, Sociology (2019)  
 Kristin Villa, Pharmacy Practice (2019)  
 Plus 16 students graduated between 2002 and 2017.

C. MS committee member

Dandan Zheng, Pharmacy Practice (2019)  
 Gediwon N. Milky, Pharmacy Practice (2018)  
 Plus 12 students graduated between 2002 and 2017.

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**SERVICE & ENGAGEMENT**

**International**

2008- 2010	Member, Advisory Board, Irmgard Coninx Stiftung Foundation, Berlin, Germany.
2001-2004	Member, International Team of Experts for Poverty Alleviation, United Nations Economic Commission for Europe, Geneva.

**Extra-University (since 2007)**

2023-24	Co-Organizer of Workshop, Feminist Lens into the Process of Promotion from Associate to Full Professor, Sociologists for Women in Society, January 2024 (with Chardie Baird).
2021-22	Member, Taskforce on Equity, Diversity, and Inclusion, International Sociological Association.

2021-22	Kathleen S. Lowney Mentoring Award Committee, Society for the Study of Social Problems (appointed by President-elect). Will serve as Chair for 2022-2023.
2019-20	Member, Memento Committee, HERS Leadership Institute
11/17-12/19	Associate Editor, <i>International Journal of Rural Management</i> .
2015-16	Member, SSSP Global Division Book Award committee.
2013-14	National Science Foundation, panelist.
2014	Organizer (with Chaitanya Lakkimsetti), “Gender and Sexual Politics: The States of Neoliberalism,” Sex & Gender section session, ASA Annual Meetings, San Francisco, August 2014.
2009	Organizer (with Beth Williford), “Race, Space, and Inequality: Nation, Migration and Ethnic Boundaries,” Race, Gender and Class section session, ASA Annual Meetings, San Francisco, August 2009.
2008-2010	Member, Nominations Committee, Sociologists for Women in Society (elected).
2008	Organizer, Sex & Gender section session: War Empire, Gender, and Labor, ASA Annual Meetings, Boston.
2008-2009	Member, Racial/Ethnic Minority Graduate Scholarship Committee, Society for the Study of Social Problems.
2006-2007	Chair, Lee Scholar-Activist Support Fund, Society for the Study of Social Problems.

**University/College/Department**

***At VCU***

07/24-	National Institute of Student Success Implementation Steering Committee as executive sponsor to the Time to Degree Work Group.
02/24-	Member, Executive Committee to oversee VCU’s application for the Carnegie Engaged University Reclassification.
10/2023-	Co-chair, Gen AI and Teaching & Learning Faculty Advisory Committee
09/23-	VCU Council on Community Engagement
Spring 2023	Member, Search Committee, Chief Diversity Officer (internal search)
12/22-05/23	Co-chair, Search Committee, Associate Vice Provost Institutional Research and Decision Support (national search)
12/22-	Executive Public Policy Advisory Council
11/22-	Chair, University Faculty Analytics Committee.
11/22-	Member, Research Advisory Council (Office of Vice President for Research).
11/22	Provost’s Office Committees: Executive Committee; Leadership Committee.
11/22-03/23	Planning Committee, Visit of NSF Director.
11/22-	Co-Chair, Steering Committee, VCU-ADVANCE.
11/22-05/23	Chair, Policies & Procedures Committee, VCU-ADVANCE.

*At Purdue (since 2007)*

2017-2022	Co-Editors, Butler Center and Purdue-ADVANCE Working Paper Series - Navigating Careers in the Academy: Gender, Race, and Class
06/21-07/22	University Promotions Committee – Panel A (tenure track/tenured faculty)
06/21-07/22	University Faculty Compensation and Benefits Committee
Spring 2022	Chair, Group on Mentoring, Provost’s Faculty-Advisory Committee on Diversity & Inclusion (ACDI)
2021-22	Member, Advisory Committee to Address Sexual Violence, University Faculty Senate
Fall 2020-	Member, Provost’s Faculty-Advisory Committee on Diversity & Inclusion (ACDI)
Fall 2020-	2020-21 Faculty Programming Committee (chaired by Provost)
Fall 2020	Member, Steering Committee for COACHE 2020-21
2019 Spring	Member, Search Committee, Director-PPRI, Discovery Park
2019 Spring	Member, Diversity Committee for interviews of candidates for Dean, Libraries
2018, 2019 Fall	Facilitator, Faculty Search Committee Workshop
2018	Member, Diversity Committee for interviews of candidates for Dean, Graduate School; Director, CERIAS.
7/2017-6/2019	Member, Purdue Social Sciences Institutional Regulatory Board for Use of Human Subjects.
2017-	Member, ADVANCE Purdue Steering Committee
2016-17	Member, Department Fellowship Committee.
2017-18	Member, Primary Committee of Full Professors, Anthropology (appointed by Office of CLA Dean).
Spring-Fall 2016	Working Group for COACHE Survey, Office of Provost.
2016	Member, Steering Committee, Global Cities/Global University Symposium.
2015-16	Member, College of Liberal Arts Cluster Hire in Quantitative Methods.
2015-16	Member, Department Faculty Search Committee (Head’s appointee).
2015-16	Member, Department Fellowship Committee.
2015-16	Member, Advisory Board, CLA’s Global Studies Major.
Spring 2015	Expert Judge, World Food Prize Youth Institute at Purdue University (participants from all of Indiana).
2013-14	Committee to organize international workshop on Environmental Justice and Equitable Access to Natural Resources sponsored by Purdue’s Discovery Park Center for the Environment
2013-14	Purdue Policy Network Committee (Global Policy Research Institute) [earlier called Purdue’s Think Policy Initiative].
2012-13	Member, Global Policy Research Institute Academy Committee, Purdue University.
2012-15	Member, Center for Social Sciences Fellowship Selection Committee, CLA.
2011-14	Member, University Academic Progress & Records Committee.

2012-14	Member, Faculty Advisory Committee, Center for Research on Diversity and Inclusion, CLA.
2013-14	Member, Organizing Committee, Symposium on ‘Environmental Justice’-Spring 2014.
2009-10	Member, Faculty Advisory Board, CLA Engagement Office.
2009-10	Member, Sociology Graduate Studies Committee.
2009-10	Member, Sociology Fellowship Committee.
2009-10	Faculty Adviser, Support Revolutionary Association of the Women of Afghanistan (Support RAWA), Purdue Student Organization.
2009	Facilitator and Participant, Searching for Excellence and Diversity: A Workshop for Search Committee Chairs and Members, Presented by WISELI under Purdue’s ADVANCE grant.
2008-09	Member, Sociology Head Search Committee.
Fall 2003 -	Member, Grievance Committee, College of Liberal Arts.
Fall 2008 -	Member, Educational Policy Committee, College of Liberal Arts.
2007 - 2008	Faculty Adviser, America-India Foundation (AIF) Purdue Student Chapter, Purdue University.

## **Engagement**

### ***Featured – University and Extra-university***

- 2023: Quoted in article, [Virginia educators grapple with how best to use AI](#) Article by Nicole Stab, VCU student
- 2022: Quoted in “[In Diversity Efforts, An Invisible Labor Falls on Faculty of Color](#),” by Katti Gray. *Diverse Issues in Higher Ed.*, Sep 23, 2022
- 2021: [Prioritizing and Institutionalizing DEI on campus](#). Mini-pod - Part 1 & <https://aplnexted.com/prioritizing-and-institutionalizing-dei-on-campus-part-2/> APL nextED, September 2021.
- 2021: Cover Story: Challenging the Stereotypes - Mangala Subramaniam. *Higher Ed Digest*. July 2021. See [here](#).
- 2021: Quoted in and Best Practices Tools referenced in article, “Faculty Members Are Suffering Burnout. These Strategies Could Help. Without them, academe could lose women and people of color” by Emma Petit. *Chronicle of Higher Education*, February 25, 2021.
- 2021: Quoted in and Best Practices Tools referenced in *Burned Out and Overburdened: How to support the faculty*. Report of Chronicle of Higher Education (available at Chronicle Store).
- Interview for the *Diverse: Issues in Higher Education* podcast series, *In the Margins* EP 25 Best Practices in Minority Faculty Recruitment & Retention. April 2021. See [In The Margins: EP 25 Best Practices in Minority Faculty Recruitment & Retention — An Interview with Dr. Mangala Subramaniam on Apple Podcasts](#).
- 2020: Quoted in and [Best Practices Tools](#) referenced in article, “Teaching: How to Make Breakout Rooms Work Better by Beth McMurtrie. *Chronicle of Higher Education*, December 12, 2020.
- 2019 – [Quoted](#) in *Outlook* June 17, 2019
- 2019: [Faculty Focus](#)-Purdue India Interest Group, March 2019
- 2019: [Interview](#) on BBC World News TV (01/16/19)

- 2019: Featured in Chapter on Gender Inequality as Sociologist in Action: Mangala Subramaniam. Essay entitled: “Empowering Marginalized Groups.” In Ballantine, Jeanne, Keith Roberts, and Kathleen Odell Korgen. *Our Social World*. CA: Sage Publications, Inc., 2019.
- 2018: Featured in Dimensions of Discovery September-October 2018  
**GIANT LEAPS FOR HEALTH: MANGALA SUBRAMANIAM**  
Mangala Subramaniam examines inequality, social movements and how those who are disadvantaged organize to claim basic needs and rights, from accessing water to ending violence against women and reducing HIV risks. [Read more.](#)
- 2018: Quoted extensively in “The Effective Executive: Diversity is the source of strength in twisting times for a business,” [DNA Money](#).
- 2018: Purdue’s 2017 annual research report with a theme of space + earth. [Building Bridges Across Gender, Race, Caste and Class](#). See p. 15. ASIA/INDIA.
- 2017: Provost’s newsletter - [Faculty focus](#) & [Butler Center](#). Dec 2017.
- 2017: [Dr. Mangala Subramaniam named YWCA Woman of Distinction](#)  
wlf.com  
WEST LAFAYETTE, Ind. (WLFI) — Nine women, including one Purdue University professor, will be honored for their work in the community.

### ***Opinion Pieces and Community Engagement***

- 2022: Interview on recruitment and retention of minority faculty. Tiffany Washington, graduate student, M.Ed. Educational Leadership - Higher Education program (ADMS 619), VCU. November 16, 2022.
- 2022: Guest Panelist, Freshman Student Success courses: Leadership Development for Women of Color (taught by Veronica King), VCU, November 10, 2022
- 2020: Invited Commentary: Women Empowered in Science. Final year project by Yasmin Wafai hosted by the Subramanian Lab University of Bath, UK. [See here](#)
- 2017: Opinion piece: Women Weavers as Entrepreneurs. Page 10 in Deccan Herald, Feb 9, 2017 [Deccan Herald is a leading English Daily in India.]  
<http://www.deccanherald.com/content/595483/women-weavers-entrepreneurs.html>
- Opinion piece: [Strategies for HIV/AIDS prevention in Karnataka](#). Page 11 in Deccan Herald, July 20, 2016 [Deccan Herald is a leading English Daily in India.]
- 2016: [Politics of Rights to Water](#). 2016. Invited Blog, *Gender & Society*.
- 2015: Intimate Partner Violence among Women Sex Workers (WSWs), Two Events: Discussion with WSWs in closed session and Open Invited event, Bangalore, December 2015 (using CLA engagement grant).