

The logo features three stylized, overlapping waves in shades of light blue and teal, curving upwards from left to right. Centered below the waves is the text "Rising Tide Research" in a bold, black, serif font, with "PUBLICATIONS" in a smaller, bold, black, sans-serif font directly underneath.

Rising Tide Research PUBLICATIONS

1. Gardner, S. K. & Veliz, D. (under review). Generational perceptions of shifting promotion and tenure expectations by faculty in a striving university.
2. Gardner, S.K. & Ward, K.A. (2018). Investing in department chairs. *Change*. March/April, 58-62.
3. Gardner, S. K., & McNerney, A. (2018). Partner accommodation in the hinterlands: A strategic imperative for faculty retention. *Advancing women in academic STEM fields through dual career policies and practices*, edited by Marci K. McMahn, Marie T. Mor,a and Ala R. Qubbaj. Charlotte, VA: Information Age Publishing.
4. Gardner, S. K., Hart, J., Ng, J., Ropers-Huilman, R., Ward, K. A., & Wolf-Wendel, L. (2017). “Me-search”: Challenges and opportunities regarding subjectivity in knowledge construction. *Studies in Graduate and Postdoctoral Education*, 8(2), 88–108.
5. Gardner, S. K. & Doore, S. (2016). Institutional transformation through innovative internal advisory boards. *Association for Women in Science Magazine*, 48, 28-30.
6. Gardner, S. K. (2016). Mentoring the Millennial faculty member. *The Department Chair*, 27, 6-8.
7. Blackstone, A., & Gardner, S. K. (2018). Mobilization in response to workplace harassment: Lessons from one university setting. *Trends in Diversity*, 1(1), Article 4. <<https://digitalcommons.kent.edu/td/vol1/iss1/4>>.
8. McCoy, S. K., Newell, E. E., Hawthorne, L., & Gardner, S. K. (in press). The role of sex and gender identification in STEM faculty’s work-related stress and emotional well-being. *Journal of Women and Minorities in Science and Engineering*.
9. Gardner, S. K., & Blackstone, A. (2017). Faculty agency in applying for promotion to professor. *Journal for the Study of Postsecondary and Tertiary Education*, 2, 59-75.
10. Bilen-Green, C., & Carpenter, J. P., Doore, S., Green, R. A., Horton, K. J., Jellison, K. L., Latimer, S. M., Levine, M. J., & O’Neal, D. P. (2015, June), *Implementation of Advocates and Allies Programs to Support and Promote Gender Equity in Academia*. Paper presented at 2015 ASEE Annual Conference and Exposition, Seattle, Washington. 10.18260/p.24242 <<https://peer.asee.org/implementation-of-advocates-and-allies-programs-to-support-and-promote-gender-equity-in-academia>>
11. Gardner, S. K., & Veliz, D. (2014). Evincing the ratchet: A document analysis of promotion and tenure criteria from a striving university. *The Review of Higher Education* 38: 105-132.

12. Gardner, S. K., Veliz, D., Blackstone, A., McCoy, S. K., & Newell, E. E. (2014). The effects of state budget cuts on the departmental climate. *Academe*, November-December, 23-26.
13. Gardner, S. K., & Blackstone, A. (2014). Confronting faculty incivility and mobbing: An organizational culture perspective, in *Disrupting the Culture of Silence: Women Navigating Hostility and Making Change in the Academy*, edited by Kris De Welde and Andi Stepnick. Sterling, VA: Stylus Publishing.
14. Gardner, S. K. (2014). Cumulative negativity: Reasons for women faculty departure from one research institution. *Journal of Higher Education Management*, 28(1), 148-165.
15. Gardner, S. K., & Blackstone, A. (2013). Putting in your time: Faculty experiences in the process of promotion to full professor. *Innovative Higher Education*, 38, 411-425.
16. McCoy, S. K., Newell, E. E., & Gardner, S. K. (2013). Seeking balance: The importance of environmental conditions in men and women faculty's well-being. *Innovative Higher Education*, 38, 309-322.
17. Gardner, S. K. (2013). "Between a rock and a hard place": Women faculty at striving institutions. *Review of Higher Education*, 36, 349-370.
18. Horton, K. J., Fried, A., & Madden, M. (2013). "Promising Organizational Practices for Increasing Faculty Gender Equity: A Case Study," *American Society for Engineering Education Annual Conference Electronic Proceedings*.
<<http://www.asee.org/public/conferences/20/papers/6548/view>>.
19. Horton, K. J. (2012). "Professionalism Skills: A Framework for a Positive Academic Environment and Enhanced Employment Opportunities." *American Society for Engineering Education Annual Conference Electronic Proceedings*.
<<http://www.asee.org/public/conferences/8/papers/3596/view>>.
20. Gardner, S. K. (2012). A mixed methods study of women faculty satisfaction and departure from one research institution. *Journal About Women in Higher Education*, 5, 71-95.



Rising Tide Research PRESENTATIONS

1. Gardner, S. K. (2017, April). Experiences of faculty earning early tenure in U.S. institutions of higher education. Paper presented at the annual meeting of the American Educational Research Association, San Antonio, TX.
2. Gardner, S. K. (2017, April). Generational perceptions of shifting promotion and tenure expectations by faculty in a striving university. Paper presented at the annual meeting of the American Educational Research Association, San Antonio, TX.
3. Gardner, S. K. (2017, April). Waves of change in institutional transformation: The role of feminism. Paper presented at the annual meeting of the American Educational Research Association, San Antonio, TX.
4. Horton, Karen J., (2015, October). *Advancing Women by Engaging Men*, Panelist for workshop at Society of Women Engineers annual meeting.
5. Fried, Amy. (2015, April). *Can organizations change themselves? Using levers of power to improve academia for women faculty*. New England Political Science Association Annual Meeting. April 24-25. New Haven, CT.
6. Gardner, Susan & Blackstone, A. (2015, March). *Confronting Faculty Incivility and Mobbing*, Southern Sociological Society, New Orleans, LA.
7. Gardner, Susan & Blackstone, A. (2014, November). *"If You Deserve it You Should Do it": Faculty Agency in Applying for Promotion to Professor*, American Association of Higher Education, Washington, DC.
8. McCoy, S. K., Hawthorne, L., Blackstone, A., & Gardner, S. (2014, May). Women and Science: Does "lack of fit" impact well-being for women faculty in STEM? In J. Smith (Chair) Using Psychological Science to Advance the Participation of Women in STEM Fields
9. Gardner, S. K., McCoy, S. K., Blackstone, A., Veliz, D., & Hawthorne, L. (2014, April). Gendered predictors of a positive departmental climate in the sciences. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
10. Veliz, D. (2014, April). The socialization experiences of international women faculty at one research university. Paper presented at the annual meeting of the American Educational Research Association, Philadelphia, PA.
11. Blackstone, A. & Gardner, S. K. (2013, October). *Mobilization in Response to Harassment: Lessons from One University Setting*, National Social Science Association Annual Meeting, New Orleans, LA

12. Fried, Amy, Horton, K., & Madden, M. (2013, June). Promising Organizational Practices for Increasing Faculty Gender Equity. American Society for Engineering Education Annual Meeting. June 23-26. Atlanta, Georgia.
13. McCoy, S. K., Newell, E. E., Gardner, S. K., & Blackstone, A. (2013). *Advancing our understanding of ADVANCE's research requirement: Lessons learned and innovative findings..* Association for Psychological Science. Washington, DC. Other. Yes.
14. Gardner, S. K., & Blackstone, A. (2013, April). Putting in your time: Faculty experiences in the process of promotion to full professor. Paper to be presented at the annual meeting of the American Educational Research Association, San Francisco, CA.
15. Gardner, S. K., & Veliz, D. (2013, April). Evincing the ratchet: A document analysis of promotion and tenure criteria from a striving university. Paper to be presented at the annual meeting of the American Educational Research Association, San Francisco, CA
16. Veliz, D. (2013). *The socialization experiences of international faculty in a predominately White institution in the U.S..* American Educational Research Association. San Francisco, CA.
17. Gardner, S. K., Blackstone, A., & Veliz, D. (2012, April). Organizational perspectives on faculty incivility and mobbing. Paper presented at the annual meeting of the American Educational Research Association, Vancouver, BC.
18. McCoy, S. K., Newell, E. E., & Gardner, S. K. (2012, February). Where are the women? Perceptions of gender bias and job satisfaction among university faculty. Poster presented at the Society for Personality and Social Psychology, San Diego, CA
19. Gardner, Susan and Amy Fried. (2010, Nov.). Poster. The University of Maine's Rising Tide Initiative: A Mixed-Method Approach to Faculty Job Satisfaction. (with Susan Gardner). NSF-ADVANCE PI Meeting. November 8-9. Alexandria, Virginia