

MANGALA SUBRAMANIAM

12/22

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

2001 PhD, Sociology, University of Connecticut
1995 MS, International Development & Appropriate Technology, University of Pennsylvania

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

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
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. My Capstone and Signature Work for the Program is titled: Ensuring Retention of Faculty: Inclusive Excellence and Accountability

RESPONSIBILITIES IN ADMINISTRATIVE POSITIONS & SERVICE

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

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 other initiatives aimed at faculty success, retention and development. Areas include awards and recognition, mentoring initiative, promotion and tenure, faculty engagement, including initiatives for professional development of faculty and department chairs, workshops for promotion committees, teaching and learning including supporting faculty for expansion of VCU online, faculty policies and procedures, adjunct faculty.

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 us to require registration for all events of the Center.

- 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.
 - 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?
- Professional and Leadership Development
 - Leading Development of Workshop Content (committees of faculty/staff)
 - ‘Inclusive Academic Workspaces’ to be piloted.
 - ‘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.
 - 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?
 - 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. 12th 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](#).
- 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.
 - Ongoing research projects:
 - PI – Equity in Faculty Workload – Teaching and Service
 - PI -Leadership and Racial Justice: Analysis of Leadership Responsibility in Addressing Racism on University Campuses.
 - What Could University Statements Convey as a Response to Incidents of Racial/Ethnic Violence?
<https://diverseeducation.com/article/214973/> May 14, 2021.
 - PI-Assessing effectiveness and impact of CRN.
 - 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 – Faculty
 - 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.

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 for 2015 COACHE Survey, Office of 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.

Chair, College of Liberal Arts Diversity Action Committee (Advisory Committee to Dean)

Served as member (2010-12) and then chair (2012-13) of the College of Liberal Arts (CLA) Diversity Action Committee. Formed in 1990 as an advisory committee to the Dean, the primary

mission of the committee was to support diversity efforts, propose strategies for creating more diversity, and cooperate with University offices and corresponding committees in other schools. The committee has funded: an annual prize for undergraduate students for outstanding work in race, culture, and gender; an award to a CLA based student organization to organize a diversity related event; an award in the annual literary awards competition for a paper on diversity; and speakers and panel presentations on diversity and inclusion.

Contributions to Undergraduate Studies

Using a grant created a new course about social movements across the world which meets the global University core requirement. Frequently taught gender (and intersectionality) as the College's core course. Served on undergraduate Curriculum Committee at the department level, on the College of Liberal Arts Educational Policy committee, and the University Academic Progress and Records committee (for undergraduates). Have served as adviser for student organizations. The Center has undergraduate interns. Currently, the Center has three undergraduate student interns to provide them opportunities to engage with leadership issues.

PROFESSIONAL SERVICE (selected)

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 & Society</i> .
2011-2014	Secretary/Treasurer & Council Member, American Sociological Association's Sex & Gender Section.
2008-2009	Member, Racial/Ethnic Minority Graduate Scholarship Committee, Society for the Study of Social Problems.

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 [here](#). Visit aplnexted.com/2021Award to view recording of interview.
- 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.
- 2001 Outstanding Graduate Student award, Department of Sociology, University of Connecticut, Storrs.
- 2001 Second Prize, Graduate Student Paper Competition, Conflict, Action, and Social Change Division of Society for the Study of Social Problems for paper: The Dynamics of Caste and Gender: The *Devadasi* System.
- 1999-2000 United Nations University/Institute of Advanced Studies (UNU/IAS, Tokyo) dissertation writing fellowship.
- 2000 Honorable mention award, Graduate Student Paper Competition. Conflict, Action, and Social Change Division, Society for the Study of Social Problems for paper: Whose Interests? Gender Issues and Wood-fired Cooking Stoves.
- 1999 Fellowship award from Dean, Graduate School, University of Connecticut, Storrs for The Interuniversity Consortium for Political and Social Research (ICPSR) summer workshop on Hierarchical Linear Modeling.
- 1999 Certificate of Honorable Mention, Dissertation Proposal, Rose Laub Coser Award, Eastern Sociological Society.

RESEARCH

Books

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 2017)

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).

Editor, Book Series/Special Issues

Book Series Editor through Purdue University Press. [Navigating Careers in Higher Education](#) (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.

Book Chapters (since 2016)

Subramaniam, Mangala and Zeba Kokan. "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, forthcoming 2022.

Alcalde, M. Cristina and Mangala Subramaniam. "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, forthcoming 2022.

Subramaniam, Mangala and Cristina M. Alcalde. 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, forthcoming 2022.

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.

Book Review Essays

Crisis and Predation: India, COVID-19, and Global Finance by Research Unit for Political Economy. New York: Monthly Review Press, 2020. *Contemporary Sociology*, 2022, 51(3): 233-235. <https://doi.org/10.1177/00943061221090769y>

Gendered Geographies of Struggle against Neoliberal Development by Manisha Desai. London and New York: Routledge, *Contemporary Sociology*, 2017, 46(4): 423-35.

Dead Ringers: How Outsourcing Is Changing the Way Indians Understand Themselves by Shehzad Nadeem. Princeton: Princeton University Press, *Contemporary Sociology*, 2012, 41(3): 353-54.

Cultures of Servitude: Modernity, Domesticity, and Class in India by Raka Ray and Seemin Quayum. Stanford, CA: Stanford University Press, *Gender & Society*, 2011, 25(1): 133-34.

The Gender Politics of Development by Shirin M. Rai. London, New York: Zed Books; New Delhi: Zubaan. *Politics & Gender*, 2010, 6(1): 159-62.

Essential Writings of André Béteille, edited by Dipankar Gupta. New Delhi, India: Oxford University Press. *Contemporary Sociology*, 2007, 36(4): 384-385.

Grass-roots NGOs by Women for Women: The Driving Force of Development in India by Handy, Femida, Meenaz Kassam, Suzanne Feeney and Bhagyashree Ranade. New Delhi, Thousand Oaks, London: Sage Publications. *Gender & Development*, 2007, 15 (3): 547-8.

Globalizing Women: Transnational Feminist Networks, by Valentine M. Moghadam. Baltimore MD: John Hopkins University Press. *Contemporary Sociology*, 2007, 35(2): 182-83.

Gender and the Political Economy of Development, by Shirin M. Rai. Malden, MA: Blackwell Publishers. *Contemporary Sociology*, 2003, 32(5): 609-611.

Other Writing (since 2000)

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

Sahley, Chris and Mangala Subramaniam (equal authors). 2019. Editors’ Note: Thriving in Universities: Gender, Colorism, and Age. Butler Center and Purdue-ADVANCE *Working Paper Series - Navigating Careers in the Academy: Gender, Race, and Class*. 1(2): 1-2.

Sahley, Chris and Mangala Subramaniam (equal authors). 2018. Editors’ Note- Synergizing Voices: Entablan Inclusive Intellectual Spaces. Butler Center and Purdue-ADVANCE *Working Paper Series - Navigating Careers in the Academy: Gender, Race, and Class*. 1(1): 1-3 (Inaugural issue).

Subramaniam, Mangala. “Making Tenure: Purdue’s Butler Center Hosts a Conference for Pre-tenure Women.” *Sociologists for Women in Society Network News* Fall 2017.

Subramaniam, Mangala. 2016. “A Glimpse into Gender and Land Rights in India.” *Sanskriti* (Indian Women’s Association, West Lafayette). 2: 15.

Subramaniam, Mangala. 2015. “Privilege and Advocacy: Case of HIV/AIDS.” *Sanskriti* (Indian Women’s Association, West Lafayette). 20(2): 5-6.

Subramaniam, Mangala, Manjusha Gupte and Debarashmi Mitra. 2007. "Local to Global: Transnational Networks and Indian Women's Grassroots Organizing," SEVA-MANDIR Newsletter, October-December. Reprinted from *Mobilization*, 8(2): 253-70.

Subramaniam, Mangala. "Experiences as a United Nations University/Institute of Advanced Studies Ph.D. Fellow (1999-2000)," *Sociologists for Women in Society Network News*, XVII(3), Fall 2000:15-16.

Grants (selected)

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).

CONFERENCE PAPERS AND PARTICIPATION (selected)

Invited (selected)

Webinar, Integrating Service and Leadership Contributions in Processes of Promotion from Associate to Full Professor (tentative title), in 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, 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 10th 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.

CLA Senate presentation. Project Overview- Institutional Mechanisms for Breaking the 'Glass Ceiling': Gender, Race and Mid-Career Faculty. February 2017.

What is new about being an associate professor? Orientation for recently tenured and promoted associates. Office of the Provost, Purdue University, September 12, 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.

Presentation on FAD award project at ASA Workshop, *Winning Small Grants for Cutting Edge Research and Research Activities: The Fund for the Advancement of the Discipline*, ASA Annual Meetings, Montreal, August 2006.

Local to Global: Women's NGOs and the State, Berlin Roundtables on Transnationality, Berlin, Germany. Organized by Irmgard Coninx Stiftung Foundation through Social Science Research Center, Berlin and Humboldt University, Berlin, January 2004.

Transnational women's organizations and empowering poor women in rural India. Panel on Implications of our scholarship for activism: Can we connect our studies and insights into how grassroots mobilization and policy formation work to improve policy outcomes? Sociologists for Women in Society meetings, Phoenix, Arizona, February 1-4, 2001.

Moving Women's Rights to the Center by Organizing Local Challenges. Panel on Gender and Women's Rights. Global Ethos, United Nations International Conference organized in connection with United Nations Day celebrations, Tokyo (Japan), October 24-26, 2000.

Mainstreaming Gender in Research and Capacity Building. Keynote Speaker, Workshop on Future Issues in Gender Education and Research, United Nations University, Tokyo (Japan), October 27, 2000.

Presentations at Conferences and Workshops (Selected)

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)

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).

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).

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

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 – Three students
- ii. Graduated with MS - Major Professor or Co-Chair – Eleven students

B. As PhD committee member – Eighteen students graduated between 2002 and 2017

C. MS committee member – Fourteen students graduated between 2002 and 2017

D. Served as a committee member for more than a year – Eleven students

Undergraduate - Honors

Brain & Behavioral Sciences and Global Studies: Zeba Kokan (Summer 2020, 2020-21)
Sociology: Catherine Carstens (Spring 2016, Fall 2016; Spring 2017); Rachel E. Lundstrom (Fall 2014 & Spring 2015); Wynne R. Lucas (Spring 2014).

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)

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.
2006-2007	Chair, Lee Scholar-Activist Support Fund, Society for the Study of Social Problems.

University/College/Department

At VCU

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-	Planning Committee, Visit of NSF Director.
11/22-	Co-Chair, Steering Committee, VCU-ADVANCE.
11/22-	Chair, Policies & Procedures Committee, VCU-ADVANCE.
11/22-	Co-Chair, Work-Life Integration, VCU-ADVANCE.

At Purdue (since 2007)

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 2018	Facilitator, Faculty Search Committee Workshop 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- 2016-17	Member, ADVANCE Purdue Steering Committee Member, Department Fellowship Committee.
2017-18	Member, Primary Committee of Full Professors, Anthropology (appointed by Office of CLA Dean).
Spring-Fall 2016 2016	Working Group for COACHE Survey, Office of Provost. 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.

Occasional Reviewer (2016-): *AJS, Current Sociology, Globalizations, Feminist Studies, Gender & Society, Human and Resources Management, International Sociology, Journal of Health and Social Behavior, JWSR, Oregon ADVANCE, PLOS ONE, Social Problems, Sociology Compass, Sociological Inquiry, Sociological Perspectives, Utility Policy.* Book proposals: Routledge; Oxford University Press.

Engagement

Featured – University and Extra-university

- 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](#)
wlfi.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).
- 2013: Applying for Graduate Studies. AKD, Sociology, October 2013.
- 2011: Marriage in India. Tippecanoe County Public Library, February 16, 2011 (Invited).
- 2010: Family Marriage and Motherhood (1). SOC 450: Gender Roles in Modern Society; One of three courses featured in “Intersections” – A Student Conference on Diversity, Diversity Resources Office of Purdue University, February 17-20, 2010.
- 2008: Socio-cultural Scripting and HIV/AIDS in India. Unitarian-Universalist Forum, West Lafayette, November 2008 (Invited).
- 2006: Opening Remarks & moderator of discussion at screening of award-winning documentary, *Born into Brothels*, organized by Purdue Student Union Board (PSUB), October 2006 (Invited).
- 2006: Collective Resistances for Social Change: Women in India. Unitarian-Universalist Forum, West Lafayette, September 2006 (Invited).
- 2004: Women’s Rights as Human Rights. Human Rights Day organized by the Bahai of Greater Lafayette, December 2004 (Invited).