



Mentoring Faculty in an Inclusive Climate: Supporting Women and URM STEM Faculty at UC

Goals of the Roundtable: (1) To understand the particular mentoring needs for women and underrepresented minority faculty in STEM; (2) To learn about a mosaic of mentoring models fitted to various career stages in STEM fields (postdocs, assistant professors, mid-career faculty) and provide UC campuses relevant research and models to build effective mentoring programs; (3) To share successes and to identify gaps in current UC mentoring efforts; (4) To establish mentoring as a tool for dealing with retention and climate issues in STEM departments, clarifying that effective mentoring benefits senior as well as junior faculty.

AGENDA

- 9:00 - 9:30 a.m.** **Registration and Continental Breakfast** (*Winston Chung Hall, Rooms 205/206*)
- 9:30 - 9:45 a.m.** **Welcome and Research Context for the Day**
Dallas Rabenstein, Executive Vice Chancellor and Provost, UC Riverside
Susan Carlson, Vice Provost for Academic Personnel, UC Office of the President
Yolanda Moses, Associate Vice Chancellor for Diversity, Excellence and Equity and Professor of Anthropology, UC Riverside
- 9:45 - 10:45 a.m.** **Keynote Address: “The Importance of Mentoring Women and Minority Faculty at Every Career Stage: A National View”**
Introduction: Yolanda Moses, Associate Vice Chancellor for Diversity, Excellence and Equity and Professor of Anthropology, UC Riverside
Shirley Malcom, Head, Education and Human Resources, American Association for the Advancement of Science
- 10:45 - 11:00 a.m.** **Break** (*light refreshments*)
- 11:00 - 11:15 a.m.** **Active Learning Session: Who Mentored You?**
Bradley Hyman, Professor and Chair of Biology, UC Riverside
- 11:15 a.m - 12:15 p.m.** **Making a Successful Transition: What Do Future Faculty Need?**
Moderator: Leah Haimo, Associate Dean of the Graduate Division, and Professor of Biology, UC Riverside
Sheila O’Rourke, Director, President’s Postdoctoral Fellowship Program, UC Office of the President
Desiré Delia Whitmore, Postdoc, Department of Chemistry, UC Berkeley
Roya Zandi, Associate Professor of Physics, UC Riverside
Panelists will discuss the President’s Postdoctoral Fellowship Program and the impact that postdoc mentoring has had on fellows and on UC faculty.

(Agenda, cont'd)

12:15 - 1:00 p.m.

Lunch (*Room 232 or Courtyard, depending on weather*)

1:00 - 2:15 p.m.

We Want You Here: How Can We Help You Thrive?

Moderator: Wendy Ashmore, Professor of Anthropology, UC Riverside

Susan Drange Lee, Director, Office for Faculty Diversity, UC Los Angeles

Mitchell Feldman, Associate Vice Provost, Academic Affairs, Director of the UCSF Faculty Mentoring Program and Professor of Medicine, UC San Francisco

Faye Crosby, Provost, Cowell College and Professor of Psychology, UC Santa Cruz

Panelists will review research and data on goals, needs, challenges, and best practices in mentoring pre-tenure women and URM faculty in STEM.

2:15 - 2:30 p.m.

Break (*light refreshments*)

2:30 - 3:45 p.m.

How Can We Promote the Advancement and Success of Tenured Women Faculty?

Moderator: Sharon Walker, Associate Professor of Environmental Engineering and John Babbage Chair in Environmental Engineering, UC Riverside

Angelica Stacy, Associate Vice Provost for Faculty Equity and Professor of Chemistry, UC Berkeley

Linda Walling, Professor of Genetics, Botany and Plant Sciences, UC Riverside

Sang-Hee Lee, Associate Professor and Chair of Anthropology, UC Riverside

Panelists will discuss the distinct challenges facing mid-career women in STEM and related data in an effort to evaluate best practices in mentoring and programming.

3:45 - 4:30 p.m.

Active Learning Session: The Face of Mentoring is Diverse

Bradley Hyman, Professor and Chair of Biology, UC Riverside

Participants will develop ideas for enhancing mentoring on their UC campus, based on Roundtable conversations.

4:30-4:45 p.m.

Next Steps

Susan Carlson, Vice Provost for Academic Personnel, UC Office of the President

Yolanda Moses, Associate Vice Chancellor for Diversity, Excellence and Equity and Professor of Anthropology, UC Riverside

SAVE THESE DATES

• **ROUNDTABLE 4: "EVALUATING AND REWARDING CONTRIBUTIONS TO DIVERSITY IN HIRING AND ACADEMIC REVIEWS"**
October 25, 2013 - UC San Diego

• **ROUNDTABLE 5: "ASSESSING CLIMATE AND COMMUNITY: PARTICULAR CHALLENGES FOR HISPANIC/LATINA STEM FACULTY"**
Spring 2014 - UC Davis