

Workplace Climate: Assessments and Interventions to Improve Diversity Among STEM Faculty

UC ADVANCE PAID Roundtable 5

April 23, 2014

UC Davis



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Introduction: Framing the Issues

Susan Carlson

Vice Provost, Academic Personnel, UCOP

PI, UC ADVANCE PAID



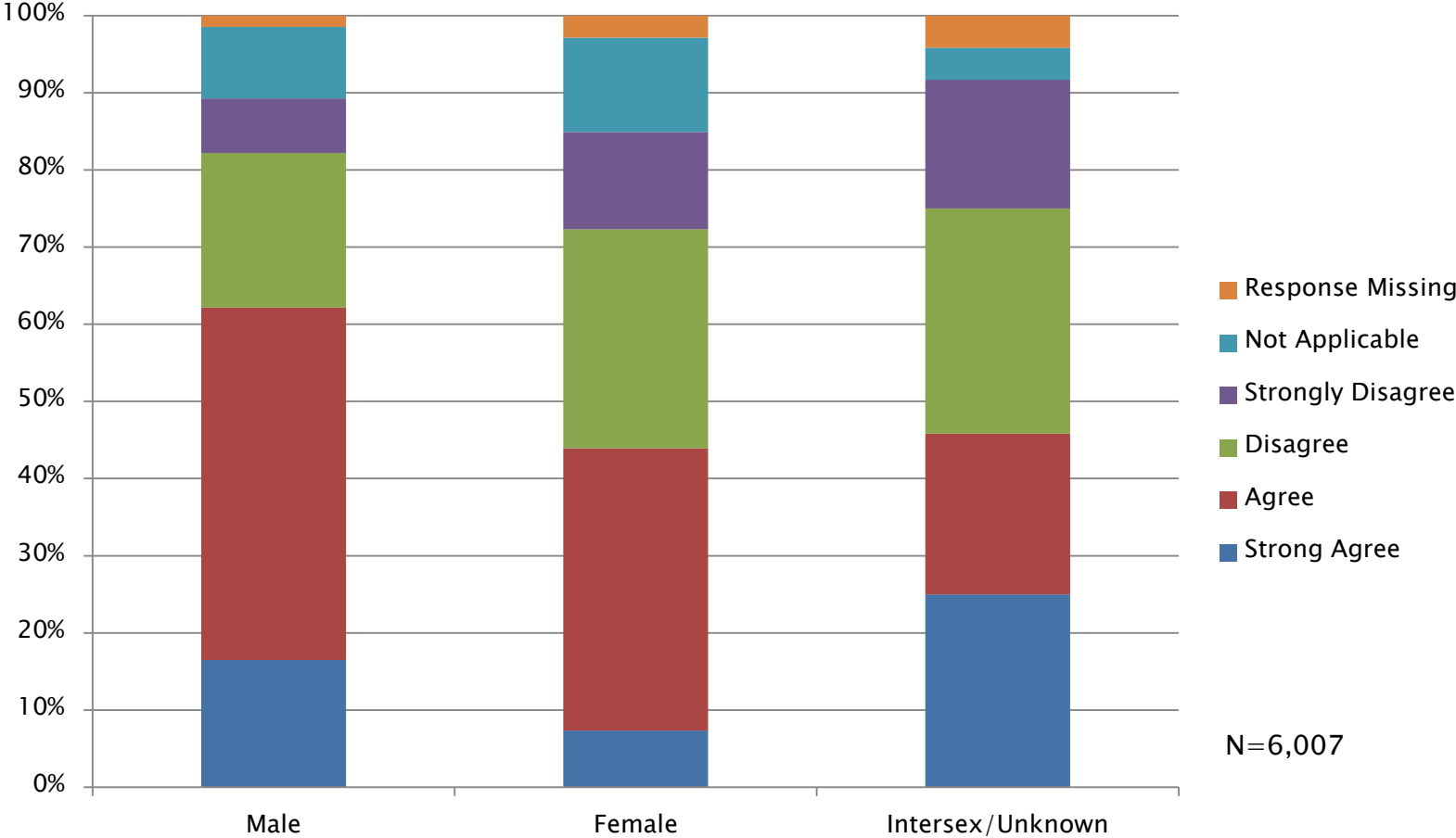
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Analyzing Workplace Climate at UC

UC Campus Climate Survey System wide Aggregate, 2013.

Faculty Responses by Gender to the question:

“I believe the tenure standards/promotion standards are applied equally to all faculty.”

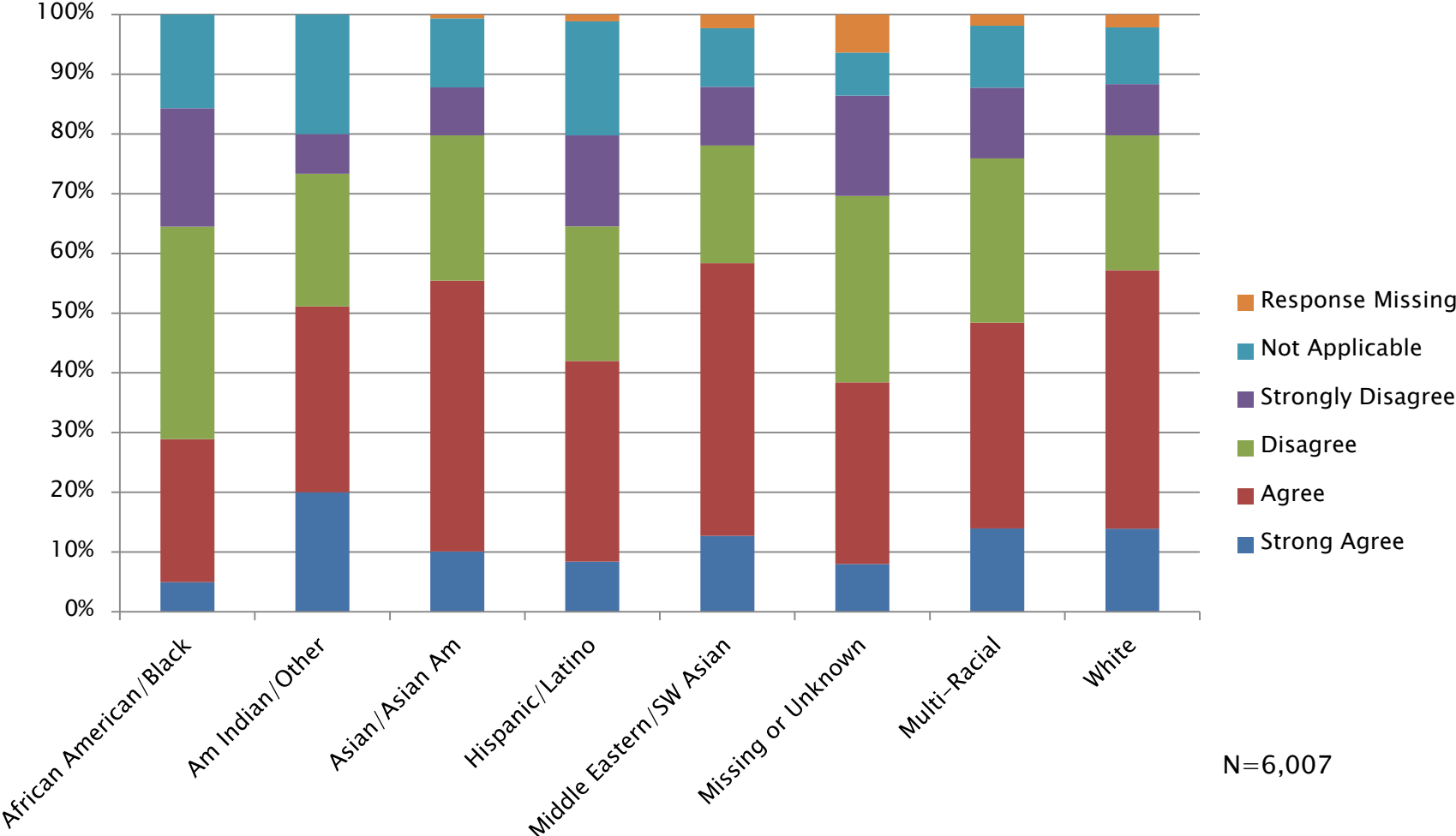


Analyzing Workplace Climate at UC

UC Campus Climate Survey System wide Aggregate, 2013.

Faculty Responses by Race/Ethnicity to the question:

“I believe the tenure standards/promotion standards are applied equally to all faculty.”



N=6,007

Goals of the Roundtable:

- 1. Examine the issue of the workplace climate and the impact climate has on the recruitment, retention and success of diverse STEM faculty**
- 2. Examine the varied dimensions of workplace climate, the factors that influence it, and how the experience of climate varies by gender and race/ethnicity**
- 3. Equip participants with tools, resources, and strategies for assessing and improving workplace climate for STEM faculty**



Findings on Campus Climate at the University of Michigan

- 1. Interventions can improve the departmental climate in STEM.**
- 2. Commitments need to be long-term.**
- 3. A critical mass of faculty and academic leaders is crucial.**

Source: Abby Stewart et al. "A Long-Term commitment to Institutional Transformation: The Timeline for Change." ADVANCE PI meeting, March 2014.



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Image source: www.planestrainsandplantagenets.com



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Thanks

Planning Committee

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Linda Bisson

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Amparo Villablanca

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Julia Flinker, David Lang



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Welcome

Linda Katehi

Chancellor, UC Davis

Chair, UC ADVANCE PAID Steering Committee



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How Workplace Climate Changes the Knowledge We Generate

Meg Urry

**Israel Munson Professor of Physics and Astronomy,
and Director, Yale Center of Astronomy & Astrophysics,
Yale University**

**Introduction by Kim Shauman, Professor, Sociology,
and Associate Director, UC Davis ADVANCE**



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Strategies for Assessing Climate and for Using Assessment Results

The Utility of COACHE Data for Individual Campuses and Its Application to Assessing Differences by Race & Gender

Kiernan Mathews, Director, and **Todd Benson**, Associate Director,
Surveys and Analysis; Collaborative on Academic Careers in Higher
Education (COACHE) at the Harvard Graduate School of Education

Amparo Villablanca (Moderator), Professor and Lazda Endowed Chair,
Women's Cardiovascular Medicine, Department of Internal Medicine,
Division of Cardiovascular Medicine, UC Davis School of Medicine



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Strategies for Assessing Climate and for Using Assessment Results

Using In-depth Interviews to Assess Workplace Climate for Specific Populations

Ala Qubbaj, Vice Provost for Faculty Affairs, University of Texas-
Pan American

Strategies for Interpreting and Acting on Climate Assessments

Renée Navarro, Vice Chancellor for Diversity and Outreach, and
Professor, Anesthesia and Perioperative Care, UC San Francisco

Moderator: Amparo Villablanca, Professor and Lazda Endowed Chair,
Women's Cardiovascular Medicine, Department of Internal Medicine,
Division of Cardiovascular Medicine, UC Davis School of Medicine



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Discussion: Identifying Best Practices for Conducting and Using Climate Assessments

Susan Rivera, Professor, Psychology, and Director, Inclusive
Campus Climate Initiative, UC Davis ADVANCE



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Using Interactive Theater Programs to Impact Departmental Climate

Jeffrey Steiger, Artistic Director, Center for the Application and Scholarship of Theater, George Washington University

Emily Roxworthy (Moderator), Associate Professor, Theatre, UC San Diego, and Chair, University Committee on Affirmative Action and Diversity



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Roundtable 5 Evaluation

Please Share Your Feedback with Us!

<http://www.surveymonkey.com/s/FCFZ62D>



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Using Site Visits to Improve Departmental Climate

Meg Urry (Representing the America Physical Society Site Visit Team)

Omer Blaes, Professor, Physics, UC Santa Barbara

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

Louise Kellogg (Moderator), Professor, Earth and Planetary Sciences, and Director, Computational Infrastructure for Geodynamics, UC Davis



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Take-Aways: What Will I Bring Back to My Campus?



Next Steps

Susan Carlson

Vice Provost, Academic Personnel, UCOP;
PI UC ADVANCE PAID; and Professor, English, UC Davis

Maureen Stanton

Vice Chancellor, Academic Affairs, and Professor, Evolution
and Ecology, UC Davis



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