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

UC ADVANCE PAID Roundtable 5
April 23, 2014
UC Davis
Introduction: Framing the Issues

Susan Carlson
Vice Provost, Academic Personnel, UCOP
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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.”

Source: University of California Climate Survey, 2013
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.”

Source: University of California Climate Survey, 2013
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.

Thanks

Planning Committee
Susan Rivera
Linda Bisson
Kim Shauman
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Mau Stanton
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Amparo Villablanca

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Jennifer Lipscomb
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Nancy Tanaka

UCOP staff
Sharon Thomas, Jo Agustin, Gina Durrin, Carolyn Mini, Janet Lockwood,
Julia Flinker, David Lang
Welcome

Linda Katehi
Chancellor, UC Davis
Chair, UC ADVANCE PAID Steering Committee
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
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
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
Discussion: Identifying Best Practices for Conducting and Using Climate Assessments

Susan Rivera, Professor, Psychology, and Director, Inclusive Campus Climate Initiative, UC Davis ADVANCE
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
Roundtable 5 Evaluation

Please Share Your Feedback with Us!

http://www.surveymonkey.com/s/FCFZ62D
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
Take-Aways: What Will I Bring Back to My Campus?
Next Steps

Susan Carlson
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PI UC ADVANCE PAID; and Professor, English, UC Davis

Maureen Stanton
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