



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

UC ADVANCE PAID Roundtable 5

Wednesday, April 23, 2014 ⌚ 8:30 a.m. – 4:00 p.m.

Mondavi Center, UC Davis

Goals of the Roundtable: (1) Examine the issue of 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.

8:00 - 9:00 a.m.

Steering Committee Meeting (Founders Board Room, UCD Alumni Center)

8:30 - 9:15 a.m.

Registration and Continental Breakfast (Vanderhoef Studio Theater Lobby, Mondavi Center)

9:15 - 9:30 a.m.

Welcome and Research Context for the Day

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

Linda Katehi, Chancellor, UC Davis and Chair, UC ADVANCE PAID Steering Committee

9:30 - 10:15 a.m.

Keynote Address: “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: Kim Shauman, Professor, Sociology, and Associate Director, UC Davis ADVANCE

10:15 - 10:30 a.m.

Break: light refreshments (Vanderhoef Studio Theater Lobby, Mondavi Center)

10:30 a.m - 12:00 p.m.

Strategies for Assessing Climate and for Using Assessment Results

Many quantitative and qualitative tools are available to assess workplace climate. Panel members will discuss tools that are tailored to academic workplaces, consider the strengths and weaknesses of each, and recommend strategies for disseminating and utilizing the assessment results. In addition, the results of an analysis of race/ethnicity and gender differences among STEM faculty in the experience of workplace climate using a cross-institution sample of COACHE data will be presented.

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

Using In-depth Interviews to Assess Workplace Climate for Specific Populations—**Ala Qubbaj**, Vice Provost for Faculty Affairs, and Professor, Mechanical Engineering, 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

(Agenda, cont'd)

12:00- 12:30 p.m.

Discussion: Identifying Best Practices for Conducting and Using Climate Assessments

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

12:30 - 1:15 p.m.

Lunch & Networking (Yoche Dehe Grand Lobby, Mondavi Center for the Performing Arts)

1:15 - 2:15 p.m.

Using Interactive Theater Programs to Impact Departmental Climate

This session will examine interactive theater programs as a tool for improving workplace climate. The presentation will review the development of such programs, types of topics addressed, interactive styles employed, and assessments of their impact.

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

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

2:15-3:15 p.m.

Using Site Visits to Improve Departmental Climate

Site visits, sponsored by professional associations in STEM, are a potentially powerful tool departments might use to investigate the work climate, to identify the factors contributing to “climate issues,” and to institutionalize practical approaches that improve the climate for minorities and women. Panelists will review the site visit process and its potential for generating inclusive and innovative work environments for STEM faculty.

Meg Urry (Participant and Chair of numerous American Physical Society Site Visit Committees)

Omer Blaes, Professor, Physics, UC Santa Barbara

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

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

3:15 - 3:30 p.m.

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

Moderator: Kim Shauman, Professor, Sociology, and Associate Director, UC Davis ADVANCE

3:30 - 4:00 p.m.

Next Steps

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

Maureen Stanton, Vice Provost, Academic Affairs, and Professor, Evolution and Ecology, UC Davis

For more information about UC ADVANCE, including materials from all five “California Challenge” Roundtables, please visit www.ucop.edu/ucadvantage

