



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

ROUNDTABLE 5 • WEDNESDAY, APRIL 23, 2014 • UC DAVIS

UC ADVANCE PAID, a program sponsored by the UC Office of the President and the National Science Foundation (NSF), seeks to increase the representation and advancement of women faculty in STEM (science, technology, engineering, and mathematics).

ROUNDTABLE 5 HIGHLIGHTS

This one-day Roundtable (9:00am-4:00pm) will convene UC faculty and academic administrators who play key roles in the recruitment and retention of STEM faculty. Keynote speaker Meg Urry, professor of physics and astronomy and director of the Yale Center for Astronomy and Astrophysics, will review dimensions of workplace climate and its influence on the recruitment, retention and career success of diverse STEM faculty. The program will also feature panels and presentations on the following topics:

- Presentation and discussion of quantitative and qualitative approaches to assessing workplace climate and differences by race & gender that will include
 - ▶ The directors of the Harvard University Collaborative on Academic Careers in Higher Education (COACHE)
 - ▶ Representatives from UC San Francisco and University of Texas - Pan American ADVANCE
 - ▶ Recommended strategies for communicating assessment results, using them to inform actions, and for involving administrators and faculty in those actions
- Jeffrey Steiger, a national “theater for dialogue” expert, will discuss the utility and impact of interactive theater programs to improve workplace climate
- A panel discussion of specific tools academic leaders can employ to develop inclusive and innovative work environments for STEM faculty

For more information about the UC ADVANCE PAID program, including the first four “California Challenge” Roundtables, please visit our website at <http://www.ucop.edu/ucadvance/>

WHO SHOULD ATTEND?

The Roundtable is designed primarily for faculty and academic administrators who are decision-makers with regard to faculty careers: i.e. STEM faculty, department chairs, deans, EVCS and vice provosts, search committee chairs, faculty leaders, Affirmative Action and Diversity Committee chairs and members, equity advisors, student leaders in STEM disciplines, and faculty work/life advisors.

LOGISTICS

UC ADVANCE PAID funds will support travel costs for five representatives from each UC campus who will travel by air. Campuses within driving distance have agreed to fund travel costs for their campus representatives. The host campus, UC Davis, will provide a continental breakfast, beverages, and lunch. **Interested participants should contact their UC ADVANCE PAID campus Steering Committee member by March 20, 2014 to attend.** These members are listed below:

UCB	Angelica Stacy (astacy@berkeley.edu)	UCD	Maureen Stanton (mlstanton@ucdavis.edu)
UCI	Douglas Haynes (dhaynes@uci.edu)	UCLA	Susan Drange Lee (sdrangelee@conet.ucla.edu)
UCM	Juan Meza (jcmeza@ucmerced.edu)	UCR	Yolanda Moses (yolanda.moses@ucr.edu)
UCSD	Jeanne Ferrante (jferrante@ucsd.edu)	UCSF	Renee Navarro (renee.navarro@ucsf.edu)
UCSC	Herbert Lee (herbie@soe.ucsc.edu)	UCSB	Maria Herrera Sobek (maria.sobek@evc.ucsb.edu)

Steering Committee members will notify the UC ADVANCE PAID Program of campus participants **by March 21, 2014**. For additional information, please contact Amy Lee at amyk.lee@ucop.edu, or call (510) 987-9503.