Leading Through Diversity
Partnership for Faculty Equity and Diversity

Welcome

Thank you for your participation in the Leading Through Diversity Department Chair's Retreat. We value your time and willingness to devote it to the important topic of increasing faculty equity and diversity in the sciences and engineering. Department chairs play a crucial role in recruiting, advancing and retaining faculty. This retreat is designed to enable us to explore current practices, discuss improvements and develop a shared understanding of the chair's role in advancing faculty equity and diversity across our campuses. We hope you leave the retreat with new ideas, practices and tactics to employ within your own department.

We will be joined by a number of guest speakers including UCLA's Chancellor, Gene Block, Dr. Alice Hogan, founding program director for NSF ADVANCE, Sheila O'Rourke, Director of Academic Advancement, University of California Office of the President, and Dr. Brian Nosek, Assistant Professor of Psychology, University of Virginia, as well as the members of the NSF funded **Partnership for Faculty Equity and Diversity** project team.

Purpose

The purpose of this retreat is to share practices across the five University of California campuses in the southern region related to the department chair's role in enabling faculty equity and diversity, with the goal of achieving transformational change at the institutional level.

Over the course of the next few days we will present material to address these objectives:

- To provide chairs with a shared understanding of their role as a leader and change agent in the department.

- To provide chairs with practices to enhance the recruitment and hiring of a more diverse faculty.

- To provide chairs with practices to improve faculty mentoring for promotion and advancement.

- To increase chair's understanding of how to build faculty morale and create a climate of inclusion within the department.

- To develop chair's understanding of interpersonal communication techniques in a number of situations including handling interpersonal conflicts and developing departmental consensus.

- To enable personal and individual insights into behavioral style, biases and diversity issues.