

Leading Through Diversity

Partnership for Faculty Equity and Diversity

Department Chair's Retreat – UCLA Conference Center, Lake Arrowhead, California

October 10 – 12, 2007

Program Agenda

Wednesday October 10, 2007

4:00 – 4:30 p.m.

Check-in at Main Lodge Front Desk

4:30 – 5:00 p.m.

Iris Room

Welcome, Introductions & Program Overview

Rosina Becerra

Associate Vice Chancellor, Faculty Diversity, UCLA

Herbert P. Killackey

Vice Provost, Academic Personnel, UCI

Douglas M. Haynes

Director, UCI ADVANCE Program for Faculty Equity and Diversity

5:00 – 5:15 p.m.

Behavioral Styles Self Assessment Tool

Susan Drange Lee

Director, Faculty Diversity, UCLA

5:15 – 6:00 p.m.

Discussion: Challenges to Recruiting, Retaining & Advancing a Diverse Faculty in STEM & SBE

Susan V. Bryant

Vice Chancellor for Research &

Professor, Developmental & Cell Biology, UCI

6:30 – 7:30 p.m.

Dinner in Main Lodge

7:30 – 8:30 p.m.

Iris Room

Keynote

Q&A

Introduction

Rosina Becerra

Associate Vice Chancellor, Faculty Diversity, UCLA

Keynote Address: Academic Leadership

Gene Block

Chancellor, UCLA

8:30 p.m.-10:00 p.m.

Reception in The Tavern



Thursday October 11, 2007

6:30 – 7:30 a.m. Optional Activities: Guided Hike or Pilates Group Exercise

8:00 – 8:30 a.m. Breakfast in Main Lodge

8:30 – 9:00 a.m. Overview of Behavioral/Communication Styles
Iris Room
Susan Drange Lee
Director, Faculty Diversity, UCLA
(See The Platinum Rule Behavioral Profiles Scoring Booklet.)

9:00 – 10:45 a.m. Case Study 1: Faculty Hiring Decision
(Includes break @
9:45 – 10:00 a.m.)
Facilitator:
Rosina Becerra
Associate Vice Chancellor, Faculty Diversity, UCLA
(Case Study found in Section D: Case Study Part 1 & 2.)


10:45 – 11:45 a.m. Mind Bugs: The Ordinary Origins of Bias
Brian Nosek
Assistant Professor of Psychology, University of Virginia
(Materials found in Section F: Implicit Bias.)

11:45 – Noon Individual Journal Exercise

Noon – 1 p.m. Lunch in Main Lodge

1:00 – 1:45 p.m. Behavioral Styles, Conflict and Communication
Iris Room
Susan Drange Lee
Director, Faculty Diversity, UCLA
(See *The Platinum Rule Behavioral Profiles Scoring Booklet* & Active Listening found in Section C: Behavior, Communication & Conflict)

1:45 – 3:30 p.m. Case Study 2: Faculty Tenure Review
(Includes break @
2:30 -2:45 p.m.)
Facilitator:
Rosina Becerra
Associate Vice Chancellor, Faculty Diversity, UCLA
(Case Study found in Section D: Case Study Part 1 & 2.)



3:30 – 4:15 p.m.

Panel Discussion: Advancing and Mentoring Faculty

Moderator:

Jorge A. Huerta

Associate Chancellor and Chief Diversity Officer, UCSD

Panelists:

Jodie Holt, *Chair, Plant Physiology, UCR*

Keith Marzullo, *Chair, Computer Science & Engineering, UCSD*

William Maurer, *Chair, Anthropology, UCI*

Victoria Sork, *Chair, Ecology & Evolutionary Biology, UCLA*

Verta Taylor, *Chair, Sociology, UCSB*

4:15 – 5:15 p.m.

Managing Conflict Strategically

J. Michael Chennault

Ombudsman, UCI

Yolanda Moses

Associate Vice Chancellor for Excellence & Diversity, UCR

(Presentation found in Section B: Behavior, Communication & Conflict.)

5:15 – 5:30 p.m.

Individual Journal Exercise

6:30 – 7:30 p.m.

Dinner in Main Lodge

7:30 – 8:45 p.m.

Iris Room

Group Exercise: Department Climate

Susan Drange Lee

Director, Faculty Diversity, UCLA

(Exercise found in Section H: Retention & Climate.)

8:45 – 9:00 p.m.

Individual Journal Exercise

9:00 – 10:00 p.m.

Refreshments – Social Networking



Friday, October 12, 2007

6:30 – 7:30 a.m. Optional Activities: Guided Hike or Pilates Group Exercise

8:00 – 8:30 a.m. Breakfast in Main Lodge

8:30 – 9:15 a.m. Discussion: Department Climate & Culture
Iris Room.
Rosina Becerra
Associate Vice Chancellor, Faculty Diversity, UCLA
Susan Drange Lee
Director, Faculty Diversity, UCLA

9:15 – 10:00 a.m. Faculty Diversity and Gender Equity at the University of California: Demographic Trends
Sheila O'Rourke
Assistant Vice Provost, Equity and Diversity, University of California Office of the President
(Presentation found in Section I: Presentations.)

10- 10:15 a.m. Break

10:15 – 11:15 a.m. Insights into NSF's Approaches to Broadening Participation in Science & Engineering
Alice Hogan
Founding Director, NSF ADVANCE Program
(Presentation found in Section I: Presentations.)

11:15 – Noon Program Summary, Individual Journal Exercise & Written Evaluations
Rosina Becerra
Associate Vice Chancellor, Faculty Diversity, UCLA
Douglas M. Haynes
Director, UCI ADVANCE Program for Faculty Equity and Diversity
Susan Drange Lee
Director, Faculty Diversity, UCLA
(Program Evaluation found in pocket of notebook.)

Noon – 1 p.m. Lunch in Main Lodge & Departure
