

# Leading Through Diversity

## Partnership for Faculty Equity and Diversity

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

October 15 – 17, 2008

### Program Agenda

Wednesday October 15, 2008

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4:00 – 4:30 p.m.

**Check-in at Main Lodge Front Desk**

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Pineview Room

4:30 – 5:00 p.m.

**Welcome, Introductions & Program Overview**

Rosina Becerra

*Vice Provost, Faculty Diversity & Development, UCLA*

Herbert P. Killackey

*Vice Provost, Academic Personnel, UCI*

Susan Drange Lee

*Director, Faculty Diversity & Development, UCLA*

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5:00 – 6:00 p.m.

Q&A

**Faculty Diversity and Gender Equity at the University of California**

*Sheila O'Rourke, Assistant Provost, Academic Affairs, UC Berkeley*

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**6:30 – 7:45 p.m.**

**Dinner in Main Lodge**

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7:45 p.m.-8:45 p.m.

Q&A

**Keynote Address**

**The Legal Context for Diversity in the University of California**

*Charles F. Robinson, General Counsel and Vice President for Legal Affairs, University of California Office of the President*

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8:45 p.m.-10:00 p.m.

**Reception in Lakeview Room**

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## Thursday October 16, 2008

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**6:30 – 7:30 a.m.**      **Optional Activity: Guided Hike**

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**8:00 – 8:45 a.m.**      **Breakfast in Main Lodge**

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Pineview Room      **Review Agenda for Thursday & Friday**  
8:45 – 9:00 a.m.      *Susan Drange Lee*

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9:00 – 11:30 a.m.      **Cornell Interactive Theatre Ensemble & CU-ADVANCE Center**  
**Case Study Scenario: “It Depends on the Lens”**  
**Research on Gender Schemas &**  
**Tools for Combating Unconscious Bias**

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11:30 – Noon      **Break**

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**Noon – 1 p.m.**      **Lunch in Main Lodge**

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1 – 2:30      **Do Babies Matter? Women in Academia**  
*Professor and Co-Director Berkeley Law Center on*  
*Health Economic and Family Security (CHEFS)*

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2:30 – 2:45      **Break**

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**2:45 – 5:30 p.m.**      **Cornell Interactive Theatre Ensemble**  
*2 hrs. 45 min.*      **Live Case Study: Faculty Conflict & the Role of Department Chair**  
*A process for engaging in difficult communications*

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**5:30 – 6:30 p.m.**      **Refreshments & Social Networking – Pineview Room**

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**6:30 – 7:45 p.m.**      **Dinner in Main Lodge**

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8:00 – 10:00 p.m.      **Refreshments – Social Networking in Pineview Room**

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8:00 – 9:00 p.m.      **Creating a Family Friendly Department**  
*Informal discussion with Dr. Mary Ann Mason*

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**Friday, October 17, 2008**

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**6:30 – 7:30 a.m.      Optional Activity: Guided Hike**

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**8:00 – 8:45a.m.      Breakfast in Main Lodge**

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Pineview Room  
8:45 – 9:00 a.m.      **Review Agenda for Friday & Housekeeping/checkout details**  
*Susan Drange Lee*

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9:00 – 10:00 a.m.      **Mentoring**

- **Nurturing the next generation of academic faculty at UCSD School of Medicine** (*Sandra Daley*)
- **Overview of Types of Mentoring** (*Susan Drange Lee & Rosina Becerra*)
- Guided group discussion on recommended practices

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10 – 10:45 a.m.  
Includes Q&A      **Insights into NSF's Approaches to Broadening Participation**  
*Dean Evasius, National Science Foundation, MPS Division of Mathematical Sciences*

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10:45 – 11:45 a.m.      **Summary of Key Points**  
*Susan Drange Lee*  
**Large Group Discussion**  
*Rosina Becerra & Co-PIs*

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11:45– Noon      **Closing Remarks**  
Herbert P. Killackey  
*Vice Provost, Academic Personnel, UCI*

**Written Evaluations**  
(Program Evaluation found in pocket of notebook.)

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

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