

All Cafecitos/Coffee Breaks: 12:30 – 1:30 p.m. | 1100 "The Grove" (aka Surge III)

Registration is suggested.

For more information, visit ucd-advance.ucdavis.edu/related-conferences-events

Exploring the Relationship between Stereotype Threat and an Inclusive Environment

Wednesday
Oct. 26

This presentation should benefit educators, students and staff interested in deepening their understanding of the experiences of health professions students related to stereotype threat. Our research findings suggest that faculty and peers have a big impact (positive or negative) on the climate of inclusivity as experienced by underrepresented students. Through this presentation and discussion we will explore inter-relational best practices that foster inclusion and student success.



■ Presenters:

Kupiri "Piri" Ackerman-Barger, Ph.D., R.N. is an assistant professor at the Betty Irene Moore School of Nursing. Her academic interests relate to equity pedagogy, health equity and social justice. She conducts research and serves as a national consultant and speaker on strategies to optimize student success for underserved and underrepresented groups in health professions.



Darin Latimore, M.D., is Associate Dean of the Office of Student and Resident Diversity. He strives to promote an organizational culture in which all people are valued and respected independent of their differences such as race, ethnicity, gender, age, sexual orientation, disability, socioeconomic status, or other characteristics. Dr. Latimore's ultimate goal is to increase the number of students from disadvantaged backgrounds, like himself, as well as develop a physician workforce that reflects California's diverse populations. Dr. Latimore draws upon his own experiences to advise and mentor students throughout their pre-medical and medical school careers to assist them to overcome academic and personal obstacles that could affect school choice and performance.

■ Audience: Faculty Members, Postdoctoral Scholars, Graduate Students

■ Please register by October 21, 2016: <https://camposcafecito0ct2016.eventbrite.com>

Improving Equity, Diversity, and Workplace Climate Among Faculty at UC Davis

Thursday
Dec. 1

This presentation will provide an overview of the two main activities of the Inclusive Campus Climate Initiative of the Advance Program: The STEAD workshops for members of faculty recruitment committees and the COACHE faculty job satisfaction survey. These activities aim to increase equity and diversity in faculty recruitment and to assess (and thereby help to improve) faculty members' satisfaction with the many aspects of their work at UC Davis. The goals, approach, and outcomes of each effort will be presented and offered for discussion.

■ Presenter:



Kimberlee Shauman, Ph.D., is a Professor of Sociology. Her main areas of interest are social stratification, family and kinship, demography, sociology of education, and quantitative methodology. Her research focuses on gender differences in educational and occupational trajectories with particular attention to the causal effects of family characteristics. Her book, *Women in Science: Career Processes and Outcomes* (co-authored with Yu Xie), examines the underrepresentation of women in science from a life course perspective. In addition to on-going studies of gender differences in the attainment of STEM degrees, she has studied the career causes and consequences of family migration among dual-earner couples, field-specific gender differences in the utilization of educational credentials, the influence of anti-discrimination laws on gender inequality in the labor market, and the demographic consequences of persistent racial differences in mortality.

■ Audience: Faculty Members, Postdoctoral Scholars, Graduate Students

■ Please register by November 23, 2016: <https://camposcafecitodec2016.eventbrite.com>

Center for the Advancement of Multicultural Perspectives on Science (CAMPOS) Cafecitos/Coffee Breaks



Event dates:
Oct. 26, Dec. 1, 2016
Feb. 16, Apr. 6, Jun. 1, 2017

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Mentorship: Its Role and Importance for Latinas in STEM

Thursday
Feb. 16

Our interviews with Latina President Postdoctoral Fellows and other STEM scholars yielded powerful narratives of the importance of mentorship within and outside the academic context for the development of a scientist identity and academic success. This presentation will discuss our preliminary analysis of these findings.

■ Presenter:



Dr. Flores completed a doctoral degree in Clinical Psychology at U.C. Berkeley in 1982. She has done postdoctoral work in health psychology, in particular substance abuse treatment outcome research, women's mental health, and intimate partner violence. A Professor of Psychology in Chicana/o Studies at U.C. Davis for the past 26 years, Dr. Flores' current research promotes family well being in rural California communities and examines the mental health impact of migration on Mexican men and their families. She is also co-investigator of a National Science Foundation Institutional Transformation grant to increase the numbers of Latinas in Science, Technology, Engineering, Mathematics, and Medicine [STEMM] careers. As a member of the Social Science Initiative of the project, she has examined the pathways to success of Latinas in STEMM. Her publications reflect her life's work of bridging clinical psychology and Chicano/Latino studies, as she foregrounds gender, ethnicity and sexualities in her clinical, teaching and research practice. Her publications also address institutional, social and interpersonal violence in the lives of women. Her book *Chicana and Chicano Mental Health: Alma, Mente y Corazon* was published by the University of Arizona Press in March of 2013 and *Psychological Perspectives for Chicano/Latino Families* was published by Cognella Academic Publishers in 2014. In 2016, Dr. Flores published an e-book on *Psychological Perspectives for Chicana/o and Latina/o Children and Adolescents* (Sentia publications).

■ Audience: Faculty Members, Postdoctoral Scholars, Graduate Students

■ Please register by February 10, 2017: <https://camposcafecitofeb2017.eventbrite.com>

Institutionalizing Inclusion: Policies and Practices that Sustain and Enable Inclusive Climates

Thursday
Apr. 6

The policy and practices initiative has been reviewing policies as well as practices related to faculty recruitment, advancement and retention with the goal of breaking down barriers to inclusion in the faculty ranks. Some suggested changes have already been implemented and others will be presented in our final report to the campus. Come to the cafecito to discuss the draft of the findings and recommendations of this final report.

■ Presenter:



Dr. Bisson is a Professor and Geneticist in the Agricultural Experiment Station in the Department of Viticulture and Enology in the College of Agricultural and Environmental Sciences. She co-chairs the Policy and Practices Committee of the ADVANCE program on the Davis campus. She served for several years on the CAP Oversight and Appellate Committees, chairing both. Dr. Bisson has served a total of three years as the Chair of the Academic Senate of the Davis Division of the University of California. She has served as PhD dissertation advisor for 21 students, 60 Master's students, and has had over 60 undergraduate researchers in her lab. Dr. Bisson's main area of research is the investigation of utilization of carbon and energy sources in yeast, with a specific focus on how eukaryotic cells detect energy sources in their environment and prioritize use when presented with a mixture of substrates.

■ Audience: Faculty Members, Postdoctoral Scholars, Graduate Students

■ Please register by March 31, 2017: <https://camposcafecitoapr2017.eventbrite.com>

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Capital Resource Network-Helping to Attract and Retain the Best and the Brightest

Thursday

Jun. 1

The Capital Resource Network is a program created at UC Davis that serves as a collaborative regional resource to recruit and retain highly competitive, educated, skilled and diverse talent, both academic and staff appointees. The fee-for-service program uses a proactive and intentional approach to welcome, introduce, and integrate top talent and their families to the region. Seeking to attract and retain the best and the brightest, the program's dual career support efforts strategically recognize the importance of employment opportunities for the accompanying spouse or partner, who is critical to the decision-making process.

■ Presenters:



Binnie Singh, is Assistant Vice Provost for Academic Affairs. In this role, she serves as the primary liaison between Academic Affairs and other units and organizations, both campus and systemwide, and assists the Vice Provost – Academic Affairs in strategic planning, implementation and innovation for all matters affecting academic personnel at UC Davis. Prior to this role, she served for over 10 years as the Director of Faculty Relations and Development in Academic Affairs consulting with campus leaders on resolving conflicts that involve academic employees, mediates and settles formal complaints and grievances, coordinates and delivers development/training programs for faculty, especially department chairs and new faculty, manages faculty medical leaves and issues related to accommodations, and administers the Work Life Program for academics. She has over 20 years of experience in a large breadth of human resources areas, including organizational development, equal employment opportunity, recruitment and retention, personnel selection, labor relations and training/development. Binnie holds a bachelor's of science in psychology from UC Davis, and a master's in organizational psychology from Alliant University.



Linda Assadian, is Director of the Capital Resource Network. As the managing director of the Capital Resource Network, Linda Assadian helps to welcome newly relocated professionals and their families to the Capital Region. After 17 years of living in four different countries, raising two children and supporting the career advancement of her engineer husband of 22 years, Linda understands the unique tests and blessings that can accompany relocation. Her personal insight brings invaluable perspective to her role as she assists the entire family acclimate to their new community, from social, dual career, cultural, and linguistic challenges. Linda knows that finding the right network of resources can be an invaluable lifeline and understands that the right start can have a huge positive impact on the overall relocation experience. Prior to becoming director of the Capital Resource Network, Linda lived her years abroad in France, Germany and lastly England where she served as the Shakespeare Birthplace Trust as a Trade Marketing Officer responsible for growing trade partners within the hospitality sector. Linda began her career at Pacific Gas and Electric Company and served in several roles including marketing, business services and regional government relations. A Registered Nurse with the State of California, Linda also earned an MBA from California State University, Sacramento. While in the UK, she served as a Trustee of the Stratford-upon-Avon Food Bank.

- Audience: Faculty Members, Postdoctoral Scholars, Graduate Students
- Please register by May 26, 2017: <https://camposcafecitojun2017.eventbrite.com>
- For additional information please contact Capital Resource Network Director Linda Assadian at (530) 574-8480 or llassadian@ucdavis.edu.