

# Building and Sustaining a Diverse Faculty: Implications for Faculty Advancement and Reward Systems

UC ADVANCE Roundtable

Friday, April 10, 2015 9:00 a.m. - 3:45 p.m.

Robert and Margrit Mondavi Center for the Performing Arts, UC Davis

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**Goals of the Roundtable:** (1) Evaluate the impact of practices and policies that aim to assure equity in faculty advancement and reward systems with the goal of defining best practices (2) Discuss the continuing barriers to equity and their effect on career choice particularly for URM STEM researchers (3) Assess the impact of our current reward metrics and systems on attaining and sustaining a diverse faculty.

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- 8:30 - 9:00 a.m.**      **Registration and Continental Breakfast**  
(Vanderhoef Studio Theater Lobby, Mondavi Center)
- 9:00 - 9:15 a.m.**      **Welcome and Research Context for the Day**  
**Linda Katehi**, Chancellor, UC Davis, and PI, UC Davis ADVANCE  
**Introduction: Karen McDonald**, Professor, Chemical Engineering & Materials Science, Co-PI and Faculty Director, UC Davis ADVANCE
- 9:15 - 10:05 a.m.**      **Keynote Presentation: “The Promotion and Tenure Policies of Equity-Minded Institutions”**  
**KerryAnn O’Meara**, Associate Professor, Higher Education & Affiliate Faculty in Women’s Studies, Co-PI and Co-Director, UMD ADVANCE Program, University of Maryland  
**Introduction: Karen McDonald**, Professor, Chemical Engineering & Materials Science, Co-PI and Faculty Director, UC Davis ADVANCE
- 10:05-10:35 a.m.**      **Against All Odds: Career Paths of PFPF Latina Scholars: Findings from the UC Davis ADVANCE Interview Study**  
**Adela de la Torre**, Vice Chancellor of Student Affairs, Professor, Chicana/o Studies, and Co-PI UC Davis ADVANCE  
**Mary Lou de Leon Siantz**, Professor, Nursing, Founding Director of CAMPOS, and Co-Investigator, UC Davis ADVANCE  
**Yvette Flores**, Professor, Chicano/a Studies, and Co-Investigator, UC Davis ADVANCE  
**Laura Grindstaff**, Professor, Sociology, and Co-Investigator, UC Davis ADVANCE  
**Introduction: Karen McDonald**, Professor, Chemical Engineering & Materials Science, Co-PI and Faculty Director, UC Davis ADVANCE
- 10:35- 10:50 a.m.**      **Break; light refreshments**  
(Vanderhoef Studio Theater Lobby, Mondavi Center)
- 10:50- 11:30 a.m.**      **Achieving Equity through Leadership Development of Women and Men Faculty**  
**Diana Bilimoria**, KeyBank Professor, Chair, Organizational Behavior, Case Western Reserve University  
**Introduction: Linda F. Bisson**, Professor, Viticulture and Enology, and Associate Director, UC Davis ADVANCE

(Agenda, cont'd)

- 11:30- 12:00 p.m.**      **Valuing the Scholarship of Engagement and Outreach**  
**Stergios (Steve) Roussos**, Interim Executive Director, Blum Center, Office of Research, Director, Community Research, Health Sciences Research Institute, UC Merced  
**Introduction: Linda F. Bisson**, Professor, Viticulture and Enology, and Associate Director, UC Davis  
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- 12:00- 12:20 p.m.**      **Bias in Grant Review: The Fault in Our Metrics?**  
**Linda F. Bisson**, Professor, Viticulture and Enology, and Associate Director, UC Davis  
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- 12:20 - 1:30 p.m.**      **Working Lunch: Are Our Current Reward Systems Outdated?**  
(Yoche Dehe Grand Lobby, Mondavi Center)
- 1:30- 3:30 p.m.**      **Open Discussion: Current Reward Systems, the Need for Change, and Outcomes of Lunch Table Discussions**  
**Moderators: Susan Carlson**, Vice Provost for Academic Personnel, UC Office of the President  
**Maureen Stanton**, Vice Provost for Academic Affairs, Professor, Evolution and Ecology, and Co-PI, UC Davis  
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**Introduction: Karen McDonald**, Professor, Chemical Engineering & Materials Science, Co-PI and Faculty Director, UC Davis  
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- 3:30 - 3:45 p.m.**      **Next Steps**
- 3:45 - 4:00 p.m.**      **Break and Move to the Chancellor's Colloquium**  
(Vanderhoef Studio Theater Lobby, Mondavi Center)
- 4:00 - 6:30 p.m.**      **Chancellor's Colloquium Distinguished Speaker Presentation**  
**Dr. Donna Shalala**, Professor, Political Science, and President, University of Miami