



How to Build an Inclusive STEM Community

UC Davis ADVANCE • Year 1 Retreat

APRIL 26, 2013 • 8:30am - 4:30pm
UC Davis Student Community Center

Agenda

- 8:30-9:00 **Continental breakfast**
- 9:00-9:15 **Welcome**
Linda PB Katehi (UC Davis Chancellor and Professor of Electrical and Computer Engineering and Gender Studies)
- 9:15-9:45 **Presentation:** Recent data on the state of the STEM faculty at UC Davis
Maureen Stanton (UC Davis Vice Provost for Academic Affairs and Professor of Evolution and Ecology)
Kim Shauman (UC Davis ADVANCE Director and Professor of Sociology)
- 9:45-10:30 **Panel + Discussion 1:** Increasing diversity in faculty recruitment – Best practices from ADVANCE institutions
Diana Bilimoria (Key Bank Professor and Professor of Organizational Behavior, Weatherhead School of Management, Case Western Reserve University)
Eve Fine (Researcher and Workshop Developer, Women in Science & Engineering Leadership Institute, University of Wisconsin, Madison)
- 10:30-10:45 **Coffee/Tea Break**
- 10:45-11:30 **Panel + Discussion 2:** Policies and practices that lessen the impact of implicit bias
Abigail Stewart (Sandra Schwartz Tangri Distinguished University Professor of Psychology and Women's Studies, and Director of University of Michigan ADVANCE)
TBA
- 11:30-12:15 **Panel + Discussion 3:** Underrepresented Minority Women in Academia – Challenges and strategies for recruitment, retention, and career development
Ruth Zambrana (Professor of Women's Studies and Director of the Consortium on Race, Gender, and Ethnicity, University of Maryland, College Park)
Caroline Turner (Professor of Educational Leadership, California State University, Sacramento and Professor Emerita, Higher & Postsecondary Education, Lincoln Professor of Ethics and Education, Arizona State University)
- 12:15-1:15 **Lunch on the Student Community Center patio**
- 1:15-3:00 **Initiative breakout sessions**
Initiative committees will meet with External Advisory Board members and consulting faculty to work on plan of activities for Year 2
- 3:00-3:15 **Coffee/Tea Break**
- 3:15-4:15 **Reconvene: Group meeting of all initiative committees**
Co-directors will report on goals and plans for Year 2
- 4:15-4:30 **Concluding remarks**
Adela de la Torre, Kim Shauman, Maureen Stanton