Office *of* Academic Personnel

"Building Capacity for Institutional Transformation in the Twenty-First Century: Women of Color in STEM and SBS Fields"

UC ADVANCE PAID Roundtable, UC Irvine Student Center, Doheny Beach Room
October 17, 2012

Goals of the Roundtable: (1) Provide a context for Institutional Transformation; (2) Equip faculty, administrators and graduate student leaders to be agents on behalf of Institutional Transformation; (3) Improve the recruitment of and climate for women of color in STEM [Science, Technology, Engineering and Mathematics] and SBS [Social and Behavioral Sciences] fields.

AGENDA

8:45 - 9:15 a.m. **Registration & Continental Breakfast**

9:15 - 9:30 a.m.

Welcome Remarks
Michael Drake, Chancellor, UC Irvine

UC's Commitment to an Excellent Faculty
Aimée Dorr, Provost and Executive Vice President, Academic Affairs, UCOP

Overview and Goals for the Day [Doheny Beach Room]
Susan Carlson, Vice Provost, Academic Personnel, UCOP

9:30 - 10:00 a.m.

Setting the UC Context for Issues of the Double Bind
Yolanda Moses, Associate Vice Chancellor for Diversity, Excellence and Equity & Professor of Anthropology, UC Riverside

Dr. Moses will analyze UC faculty diversity in the context of key research studies on women of color in STEM.

10:00 - 10:15 a.m. **Break and Transition to Concurrent Sessions**

10:15 - 11:00 a.m.

Concurrent Breakout Sessions

Session A: The Double Bind in Engineering and Computer Science
[Doheny Beach Room]

Moderator: Jeanne Ferrante, Associate Vice Chancellor for Faculty Equity, Associate Dean of the Jacobs School of Engineering & Professor of Computer Science and Engineering, UC San Diego

Gregory Washington, Dean of Henry Samueli School of Engineering & Professor of Mechanical Engineering, UC Irvine

Carroll Seron, Chair & Professor of Criminology, Law & Society and Sociology and Law, UC Irvine

Panelists will review research and data on the ways in which race and gender play into recruitment and retention of Engineering and Computer Science faculty and students.

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(Breakout Sessions, cont'd)

10:15 - 11:00 a.m.

Session B: Advancing Diversity in the Social & Behavioral Sciences
[Emerald Bay C Room]

Moderator: Mary Blair-Loy, Founding Director, Center for Research on Gender in the Professions & Associate Professor, Department of Sociology, UC San Diego

Barbara Dosher, Dean of School of Social Sciences & Professor of Cognitive Sciences, UC Irvine

Valerie Jenness, Dean of the School of Social Ecology & Professor of Criminology, Law & Society, Sociology, and Nursing Science, UC Irvine

While social and behavioral sciences faculty often study race and gender, cultures and practices in these disciplines are also affected by faculty demographics.

11:15 - 11:45 a.m.

Key Issues, Questions and Solutions
[Doheny Beach Room]

Moderator: Herbie Lee, Vice Provost for Academic Affairs, Campus Diversity Officer for Faculty & Professor of Applied Mathematics & Statistics, UC Santa Cruz

Attendees of Sessions A and B will reconvene. Dr. Lee will lead a discussion to synthesize the morning's presentations. Attendees will identify key issues at UC as well as discipline-based advantages and hurdles.

11:45 - 12:30 p.m.

Lunch [Doheny Beach Patio]

12:30 - 2:00 p.m.

Keynote Address: What Does Science Tell Us About Broadening the Participation of Women of Color in STEM/SBS Fields?

Moderator: Douglas Haynes, Director of UC ADVANCE Program & Associate Professor of History, UC Irvine

Cecilia Conrad, Vice President for Academic Affairs, Dean of the College & Stedman-Sumner Professor of Economics, Pomona College

2:00 - 2:30 p.m.

Break. Network with Colleagues and Preview a Video on the Double Bind
[Emerald Bay C Room]

Mary Ann Mason, Professor and Co-Director of the Earl Warren Center for Law and Social Policy at the UC Berkeley School of Law

Dr. Mason will present a preview of "Double Jeopardy," a "workshop-in-a-box" designed for attendees to take back to disciplinary colleagues to introduce them to the issues that under-represented minority women face in academia.

Remaining afternoon sessions (2:30 - 4:30 p.m.) will take place in the Doheny Beach Room.

(Agenda, cont'd)

2:30 - 3:30 p.m. **Building a Diverse Future for the Biological Sciences**

Moderator: Ram Seshadri, Associate Director of the Materials Research Lab & Professor of Materials, Chemistry & Biochemistry, UC Santa Barbara

Albert Bennett, Dean of School of Biological Sciences & Professor, Ecology and Evolutionary Biology, UC Irvine

Diane O'Dowd, Department Chair & Professor of Developmental and Cell Biology, UC Irvine

Luis Mota-Bravo, Director, Outreach, Research Training and Minority Science Programs, UC Irvine

Panel will analyze the double bind in the biological sciences, assessing the pipeline and the potential for building a more diverse faculty.

3:30 - 4:15 p.m. **Remaking the Climate for Graduate Education: DECADE**

Moderator: Linda Sax, Professor of Education, Graduate School of Education and Information Studies, UC Los Angeles

Frances Leslie, Dean of Graduate Division & Professor of Pharmacology and Anatomy & Neurobiology, UC Irvine

Susan Coutin, Associate Dean of Graduate Division & Professor of Criminology, Law & Society and Anthropology, UC Irvine

With Marina Corrales and Kelly Ward, Ph.D. students, School of Education, UCI.

Panel will focus on UCI's DECADE program, designed to create a welcoming climate for a diverse graduate population in STEM.

4:15 - 4:30 p.m. **Designing Next Steps in Dealing with the Double Bind in UC STEM and SBS Disciplines**

Susan Carlson, Vice Provost, Academic Personnel, UCOP & Professor of English, UC Davis

Douglas Haynes, Director of ADVANCE Program & Associate Professor of History, UC Irvine

Attendees will discuss best ways to integrate the day's findings and strategies into department and campus practices and cultures.

SAVE THESE DATES

- Roundtable 3: "Cross-Campus Mentoring for URM STEM Faculty"
  Wednesday, April 10, 2013 - UC Riverside
- Roundtable 4: "Evaluating and Rewarding Contributions to Diversity in Hiring and Academic Reviews"
  Fall 2013 - UC San Diego
- Roundtable 5: "Assessing Climate and Community: Particular Challenges for Hispanic/Latina STEM Faculty"
  Spring 2014 - UC Davis

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