

CREATE SEA Change Forum What's Next?

Thursday, March 2, 2023 | Virtual via zoom, Meeting ID: 930 7630 1396; Passcode: 603003

Zoom Link: <https://uci.zoom.us/j/93076301396?pwd=SThkL3FwNWsxCHBwVFg3Z1RtejBpUT09>

Program

11:30 a.m.-12:20 p.m.

Welcome and Forum Goals

Interim Vice Chancellor Rodrigo Lazo, Office of Inclusive Excellence, UCI

University of California - Becoming a SEA Change System

Vice Provost Douglas Haynes, Office of Academic Personnel and Programs,
UC Office of the President

Q&A/Whole-Group Discussion

12:20 p.m.-1:00 p.m.

Setting Context

Vice Provost Philip Kass, Division of Academic Affairs, UC Davis

Identifying Impacts with AAAS SEA Change

Associate Program Director Beth Ruedi, American Association for the Advancement of
Science SEA Change Initiative

Whole-Group Discussion

Assistant Vice Chancellor Marguerite Bonous-Hammarth, Office of Inclusive
Excellence, UCI (facilitator)

1:00 p.m.-1:15 p.m.

Closing Remarks & Invitation to CREATE SEA Change Conversations

Interim Vice Chancellor Rodrigo Lazo

*This workshop was made possible by the support of the University of California Office of the President, including a grant from the
Advancing Faculty Diversity Program*

Link to Session Materials

- Session materials under the Mar.2 drop down menu at the CREATE webpage: <https://inclusion.uci.edu/event/comparing-relevant-equity-advisor-tools-to-empower-create/>

Speaker Biographies

Douglas Haynes (pronouns: he/him) was appointed Vice Provost for Academic Personnel and Programs in 2022. As Vice Provost, he has responsibility for UC's 74,000 academic personnel, including supporting the inclusive success of academic appointees attracted to our 10 campuses, five academic medical centers, and three national laboratories. He oversees several system-wide academic programs, including the California Digital Library, UC Press, President's Postdoctoral Fellowship Program, UC Center Sacramento, UC Washington Center (UCDC), UCTV, and the Advancing Faculty Diversity program. As Vice Provost, Professor Haynes works closely with the Academic Senate and University leaders to assure academic priorities are met. In addition, he functions as spokesperson to the Regents, the Legislature, and other outside agencies as needed.

Professor Haynes comes to the Office of the President from UCI where he served as the inaugural vice chancellor for equity, diversity and inclusion and chief diversity officer. In that role, he led efforts such as the UCI Black Thriving Initiative, securing campus designations that included recognition as a Hispanic Serving Institution and an Asian American Native American Pacific Islander Serving Institution from the U.S. Department of Education, and as a STEMM Equity Achievement (SEA) Change Bronze Award recipient from the American Association for the Advancement of Science. A former Fulbright Scholar and President's Postdoctoral fellow, Professor Haynes completed his Ph.D. in modern European history at UC Berkeley, and received his B.A. in history from Pomona College.

Webpages: UC Office of Academic Personnel and Programs (<https://www.ucop.edu/academic-personnel-programs/>) and UC Advancing Faculty Diversity reports (<https://www.ucop.edu/faculty-diversity/>)

Beth Ruedi (pronouns: she/hers) is an Associate Program Director in the Department of Inclusive STEM Ecosystems for Equity and Diversity (ISEED) at the American Association for the Advancement of Science. Dr. Ruedi serves as part of the team for SEA Change, an initiative promoting systemic transformation in higher education to support true equity and inclusion. She previously served as the Director for AAAS Science in the Classroom, a collection of annotated research papers. Ruedi received her Ph.D. in behavior genetics from the University of Illinois at Urbana-Champaign in 2007. She has been involved in the STEM professional society sector for a decade, first serving as the Founding Director of Education and Professional Development at the Genetics Society of America. There, Dr. Ruedi helped cultivate an educational mission for GSA, resulting in a complex portfolio of over 20 activities, initiatives, partnerships, and awards, many of which worked to address systemic issues underlying the lack of diversity in STEM. In 2016, she joined the Education and Human Resources Directorate, now ISEED, working with Shirley Malcom to direct multiple projects related to STEM literacy, education reform, and diversity & inclusion.

Webpages: STEMM Equity Achievement (SEA) Change Initiative (<https://seachange.aaas.org/>) and SEA Change Port of Call (<https://seachange.aaas.org/community>)

Additional Biographies & Links in alpha order (*cont'd.*)

Marguerite Bonous-Hammarth (pronouns: she/her) is Assistant Vice Chancellor for Equity, Diversity, and Inclusion in the Office of Inclusive Excellence at UCI. She has served as an administrator and researcher examining the areas of leadership development, college student development, learning assessment, and person-organization fit between organizational and individual values for over 20 years. She was part of the original ensemble of researchers who developed *A Social Change Model of Leadership Development* (Alexander W. Astin and Helen Astin, PIs), to develop critical leadership skills through evidence-informed practices. Her publications include *Bridging Marginality for Inclusive Higher Education*, 2022 (Ed.), and “Promoting Student Participation in Science, Technology, Engineering, and Mathematics Careers,” 2005. In her current role, she manages central accountability programs to advance diversity, equity, and inclusion on campus, including strategic action planning for inclusive excellence and UCI SEA Change - an initiative aligned to the AAAS SEA Change Program to broaden inclusion in science, technology, engineering, mathematics and medicine. She serves as program manager for the UCI ADVANCE program. She received her M.A. in literature from UCSD and a Ph.D. in education from UCLA.

Webpages: UCI CREATE (<https://inclusion.uci.edu/event/comparing-relevant-equity-advisor-tools-to-empower-create/>) and UCI SEA Change (<https://inclusion.uci.edu/action-plan/msi/uci-sea-change/>)

Philip Kass (pronouns: he/him) is Vice Provost for Academic Affairs and Distinguished Professor of Analytic Epidemiology in the Department of Population Health and Reproduction at the UC Davis School of Veterinary Medicine and the Department of Public Health Sciences in the School of Medicine. His research examines quantitative epidemiology in companion animals — that is, analyzing data to identify factors that contribute to health and disease. He earned five UC Davis degrees: bachelor’s, master’s and doctorate in veterinary medicine; MS in statistics; and a Ph.D. in epidemiology. He completed post-doctoral work in environmental epidemiology at the UCLA School of Public Health. A faculty member since 1990, he is the recipient of his school’s Faculty Teaching Award (2009-10) and Alumni Achievement Award (2018), and is a Fellow of the American Association for the Advancement of Science (2018) and the American Veterinary Epidemiology Society (2022). He is the author or co-author of more than 600 published papers, and he has written or co-written numerous book chapters. Within the UC Davis Office of Academic Affairs, he coordinates the UC Davis SEA Change Program, which received an inaugural Bronze Award in 2019.

Dr. Kass’ former roles included serving as Chair of Faculty in the School of Veterinary Medicine, Chair of the Department of Population Health and Reproduction, Chair of the UC Davis Committee on Privilege and Tenure, serving on the UC Davis Academic Senate’s Executive Council, and Associate Vice Provost for Faculty Equity and Inclusion. In the latter capacity, his responsibilities included using biostatistical methods to conduct research into determinants of rates of advancement, oversight of faculty hiring and promoting effective practices with respect to enhancing diversity in professorial ranks, and annually performing analyses of faculty salaries across the university leading to unique individual-level equity adjustments.

Webpages: UC Davis Division of Academic Affairs (<https://academicaffairs.ucdavis.edu/>), AFD grant: Climate and Retention Pilot Intervention Program (<https://academicaffairs.ucdavis.edu/2021-24-DEIBlueprint>); AFD grant: Fostering crucial conversations and building opportune consensus on the use of contributions to diversity, equity, and inclusion statements for faculty recruitment (<https://academicaffairs.ucdavis.edu/2021-2023-fostering-crucial-conversations-and-building-opportune-consensus-use-contributions>); AFD grant: Mining text for bias in student evaluations of teaching (<https://academicaffairs.ucdavis.edu/2021-mining-text-bias-student-evaluations-teaching>); AFD grant: Creating an Inclusive Campus Climate through Enhanced Academic Review and the Creation of Faculty Learning Communities (<https://academicaffairs.sf.ucdavis.edu/2019-21-retention>); 2022-23 Salary Equity Program (<https://academicaffairs.ucdavis.edu/2022-23-equity-adjustment>)

Additional Biographies & Links in alpha order (*cont'd.*)

Rodrigo Lazo (pronouns: he/him) is the Interim Vice Chancellor for Equity, Diversity, and Inclusion for UCI. Through the Office of Inclusive Excellence (OIE) he leads a team working to promote institutional transformation in support of equity, diversity, and inclusion.

Dr. Lazo's previous positions at UCI include Associate Dean for Diversity, Equity and Inclusion in the Graduate Division, Associate Dean of Humanities, and Director for the Humanities Core Program, a one-year introduction to the humanities for first-year students.

Dr. Lazo is a Professor of English and is a highly regarded scholar of American literature broadly conceived across the Americas, and he teaches courses on LatinX fiction and poetry. His published books and articles include *Letters from Filadelfia: Early Latino Literature and the Trans-American Elite*, which won the prize for best book in Early American Literature in 2021.

Webpages: UCI Office of Inclusive Excellence (<https://inclusion.uci.edu/>) and UCI SEA Change (<https://inclusion.uci.edu/action-plan/msi/uci-sea-change/>)