

CREATE SEA Change Workshop Metrics and Mentoring

Wednesday, February 15, 2023 | Virtual via zoom, Meeting ID: 962 3822 9645; Passcode: 078664

Zoom Link: <https://uci.zoom.us/j/96238229645?pwd=Q0RDV0w4VS9nY3czb09SaEFkTTMwQT09>

Program

10:00 a.m.-10:30 a.m.

Welcome and Forum Goals

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

Examining Equity

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

Advancing Inclusion

Assistant Vice Chancellor Bonous-Hammarth, Office of Inclusive Excellence, UCI

10:30 a.m.-10:45 a.m.

- Breakout by Core Themes: Identifying Metrics, Deepening Use of Best Practices - What are our common metrics?

10:45 a.m.-10:50 a.m.

- Break

10:50 a.m.-11:10 a.m.

Two Approaches to Mentoring

Associate Vice Provost and Chancellor's Professor Nina Bandelj, Office of Academic Personnel, UCI

Interim Chair and Professor Ilona Yim, Department of Psychological Science, UCI

Vice Chancellor Renetta Garrison Tull, Office of Diversity, Equity, and Inclusion, UC Davis

11:10 a.m.-11:25 a.m.

- Breakout by Core Themes: Identifying Metrics, Deepening Use of Best Practices - What are our common issues?

11:25 a.m.-11:50 p.m.

Report Outs/Main Group Discussion

Closing Remarks & Invitation to CREATE SEA Change Conversation Funding

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

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 Feb. 15 drop down menu at the CREATE webpage:
<https://inclusion.uci.edu/event/comparing-relevant-equity-advisor-tools-to-empower-create/>

Additional Biographies and Project Links

Nina Bandelj (pronouns: she/her) is Chancellor's Professor in the Department of Sociology, and associate vice provost for faculty development at UCI. She has served as equity advisor and acting associate dean for research and graduate affairs in the School of Social Sciences, and as facilitator in Women's Initiative supported by UCOP. An economic sociologist, Dr. Bandelj studies how social relations, culture, power, and emotions influence economic processes. She has published many articles and six books, most recently *Money Talks: Explaining How Money Really Works* (with Frederick F. Wherry and Viviana Zelizer). Dr. Bandelj is past fellow at the Center for Advanced Study in the Behavioral Sciences at Stanford, the Max Planck Institute for the Study of Societies in Cologne, and the European University Institute in Florence. She is an honorary member of the Sociological Research Association, and a recipient of the Distinguished Mid-Career Award for Service, the Dynamic Womxn Award for Academic Achievement, and the Carol Connor Equity Advisor Impact Award. Dr. Bandelj serves as one of the editors of *Socio-Economic Review*, treasurer of the Society for the Advancement of Socio-Economics, and vice president of the American Sociological Association. She received her Ph.D. from Princeton University.

Webpages: UCI Office of Academic Personnel (<https://ap.uci.edu/>) and <https://ap.uci.edu/resources/facultydev/inclusiveexcellenceprofs/>

Marguerite Bonous-Hammarth (pronouns: she/her) is an 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/>)

Biographies and Links (cont'd.)

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 PhD 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>)

Rodrigo Lazo (pronouns:) is the interim vice chancellor of equity, diversity, and inclusion in the Office of Inclusive Excellence at 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 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/>)

Biographies and Links (cont'd.)

Renetta Garrison Tull (**pronouns:** she/her) is the vice chancellor of diversity, equity, and inclusion in the Office of Diversity, Equity, and Inclusion at UC Davis, and adjunct professor of electrical and computer engineering. She also is the principal investigator for the Faculty of California United in Fellowship (FOCUS) initiative and the Targeted Infusion Project, supported by the UC Advancing Faculty Diversity Program. Before joining UC Davis in 2019, Dr. Tull was associate vice provost for strategic initiatives at the University of Maryland, Baltimore County (UMBC), and Professor of the Practice in UMBC's College of Engineering and IT (COEIT). Within COEIT, she served as part of the "Engagement" team, and pursues research in humanitarian engineering. Tull is founding director and co-PI for the 12-institution National Science Foundation University System of Maryland's (USM) PROMISE AGEP, and Co-Director/Co-PI for the NSF USM's Louis Stokes Alliance for Minority Participation (LSAMP). She has served in a variety of leadership roles, including as chair for the University System of Maryland's Health Care Workforce Diversity subgroup, and as the University System of Maryland's special assistant to the senior vice chancellor for academic affairs and student affairs, and director of the Graduate & Professional Pipeline Development initiative. She holds engineering and science degrees from Howard University and Northwestern University.

An international speaker on global diversity in STEM, Tull has led discussions around the world on topics such as "Inclusive Engagement – Engineering for All," "Cultivating Inclusive Excellence within Science, Engineering, and Technology," work/life balance, family, and prevention of domestic and work-place abuse. She co-led Puerto Rico's ADVANCE Hispanic Women in STEM project, and continues to lead the "Women in STEM Forum" for the Latin and Caribbean Consortium of Engineering Institutions (LACCEI) and the Engineering for the Americas/Organization of American States as LACCEI's current Vice President for Initiatives. She also has garnered a variety of accolades, including the 2016 ABET Claire Claire L. Felbinger Award for Diversity, and being named as Tau Beta Pi's "Eminent Engineer." She has more than 50 publications, has given more than 200 presentations on various STEM topics, and engages the public on topics related to STEM and society.

Webpages: UC Davis Office of Diversity, Equity, and Inclusion (<https://diversity.ucdavis.edu/>) and Faculty of California United in Scholarship (<https://diversity.ucdavis.edu/focus>)

Ilona Yim (**pronouns:** she/her) is professor and interim chair in the Department of Psychological Science and former equity advisor to the School of Social Ecology at UCI. Her research aims to better understand biopsychological mechanisms linking stress and health, in particular women's and minority health. She holds a Ph.D. from the University of Trier in Germany. She is currently one of two principal investigators on a project examining Thriving at UCI: Interventions to Support Leadership, Scholarship and Service Equity for Underrepresented Faculty. The project aims to support leadership, scholarship and service equity for faculty from historically underrepresented minority groups, among other components. She also is principal investigator for the grant project funded by the UC Advancing Faculty Diversity Program on "Writing Communities to Support Under-Represented Faculty: (Re-) Engagement and Thriving at the University of California." Both grants support, in part, the U See I Write initiative which she co-founded and oversees.

Webpage: U See I Write (<https://ap.uci.edu/resources/facultydev/useeiwrite/>)



Breakout Session Questions

Breakout Session 1

- What are key performance measures for your projects/initiatives?
- What are issues related to establishing/thinking about these measures?
- Do group members see patterns related to their best practices and measures of progress? What are common and what are unique measures?

Breakout Session 2

- What have been the most effective approaches/components? What is a key lesson learned about the major components being examined?
- What are issues related to establishing/thinking about measures to track progress/change?
- Do group members see patterns related to their best practices and measures of progress? What are common and what are unique measures?