



# FRIENDS

Faculty Retention and Inclusive Excellence Networks—Designing Solutions

A project funded through the University of California's Advancing Faculty Diversity Improved Climate and Retention Program and led by the UC Davis Office of Diversity, Equity and Inclusion

## Findings and Solutions Spring Convening April 5, 2021 2-4 pm

### Emcee

#### Mark Simon

Principal Consultant, Storywalkers Consulting

### Instructions

Webinar registration is required in advance.

Registration Link: [https://ucdavisiet.zoom.us/webinar/register/WN\\_dEMXrFI3SMSiGZt2\\_EFECg](https://ucdavisiet.zoom.us/webinar/register/WN_dEMXrFI3SMSiGZt2_EFECg)

Please check your email for instructions to access the Zoom webinar.

Members of FRIENDS will be featured as panelists.

Each presentation will be followed by time for questions. Please use the Q&A box for your question; other panelists may also raise their hands.

Thanks to Danh Vuong, Academic Technology Services (ATS) for providing technical support.

### Welcome (2:00-2:10)

#### Raquel Aldana

Professor of Law and PI

### COACHE as Inspiration for FRIENDS (2:10-2:20)

#### Kimberlee A. Shauman

Professor of Sociology

### Lime Team Presentation (2:20-2:40)

#### “Reimagining Faculty Service”

Theme: “Invisible labor” service work performed by racially minoritized faculty, particularly Women of Color (WOC). Service labor isn't invisible; it's simply undervalued. Service course release fellowships are designed to elevate service work to the same level as research and teaching by granting faculty space to pro-actively advance a service project of key importance to their unit or to the institution. An additional component of the project is a Service Tracking Dashboard to make service not just visible, but quantifiable.

### Presented by:

#### Diane Beckles

Associate Professor of Plant Sciences

#### Cecilia Tsu

Associate Professor of History

### Grape Team Presentation (2:40-3:00)

#### “Climate Change”

Theme: Developing a critical consciousness among majority faculty to create and support healthy, productive academic climates. Lack of community and lack of accountability for faculty behavior can contribute to issues with workplace climate—especially for scholars from marginalized backgrounds. A community of DEI all-stars, creation of tools and resources, and a workplace climate committee together would support early, proactive interventions that support community and meaningful workplace climate improvement.

### Presented by:

#### Jacob Hibbel

Associate Professor of Sociology

#### Lisa Materson

Associate Professor of History

## **FRIENDS 2021 Leadership Team**

**Raquel Aldana**

Professor of Law

FRIENDS Principal Investigator

Lead, Team Berry

**Rachel Jean-Baptiste**

Faculty Director, Institute for Diversity,

Equity and Inclusion

Associate Professor of History

co-Lead, Team Grape

**Kimberly Nettles-Barcelón**

CAMPSSAH Faculty Director

Associate Professor and Faculty Advisor of

Gender, Sexuality, and Women's Studies

Lead, Team Lemon

**Lorena Oropeza**

Interim Associate Vice Chancellor for

Academic Diversity

Professor of History

FRIENDS Principal Investigator

Lead, Team Lime

**Mariel Vazquez**

CAMPOS Faculty Director

Professor of Mathematics and of

Microbiology and Molecular Genetics

co-Lead, Team Grape

**Laura Cerruti**

Analyst, Diversity, Equity and Inclusion

**Thomas O'Donnell**

Analyst, Diversity, Equity and Inclusion

**Rosa Deniz**

Executive Assistant, Diversity, Equity and

Inclusion

From Storywalkers Consulting Group:

**Mark Simon, Principal Consultant**

Special Thanks to members of the 2020 FRIENDS Planning Committee: Claudia Escobar, Philip Kass, Adrienne Lawson, Mark A. López, Cynthia Pickett, Binnie Singh, Hendry Ton, and Renetta Garrison Tull.

# **UC DAVIS**

## **DIVERSITY, EQUITY AND INCLUSION**

## **Lemon Team Presentation (3:00-3:20)**

### **"Faculty Success Centers"**

**Theme: Challenges faced by women and minority faculty in advancing from Associate to Full Professor, including epistemological inclusion of efforts in diversity, equity, and inclusion in the University's intellectual work. All scholars need a space where they can connect with others to problem-solve, reinforce their sense of belonging to the professoriate, and expand their capacity for success—regardless of their department or location within the institution. Sometimes this is a physical space to network; sometimes it is space in their life to regroup. Having access to powerful faculty advocates will enable scholars to identify barriers to promotion and hurdle them.**

### **Presented by:**

**Corrie Decker**

Associate Professor of History

**Kevin Gee**

Associate Professor, School of Education

**Milmon Harrison**

Associate Professor of African American and African Studies

## **Berry Team Presentation (3:20-3:40)**

### **"Dialogues Across Difference"**

**Theme: Addressing issues related to the learning environment, including hate speech and harassment. Addressing this complex issue requires that we (1) document the experience by collecting data via survey and interview on experiences in the learning environment that involve disruptive speech, (2) perform the experience by creating composite stories that can be acted out and discussed, and (3) practice the experience by establishing an evolving scaffolding of support, including access to guidelines, models, and other resources.**

### **Presented by:**

**Annaliese Franz**

Professor of Chemistry

**Natalia Deeb-Sossa**

Professor of Chicana/o Studies

## **Advancing Faculty Diversity Next Steps (3:40-3:50)**

**Susan Carlson**

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

## **Closing Remarks (3:50-4:00)**

**Lorena Oropeza**

Interim Associate Vice Chancellor for Academic Diversity and Co-PI

# Berry

## **Raquel Aldana (lead)**

Professor of Law

## **Marcela Cuellar**

Associate Professor, School of Education

## **Natalia Deeb-Sossa**

Professor of Chicana/o Studies

## **Annaliese Franz**

Professor of Chemistry

## **Stephen Garcia**

Associate Professor, Graduate School of Management

## **Jasmine Harris**

Professor of Law

## **Adam Jacob**

Associate Professor of Mathematics

## **Danny C. Martinez**

Associate Professor, School of Education

# Grape

## **Mariel Vazquez (lead)**

Professor of Mathematics and Microbiology and Molecular Genetics

## **Rachel Jean-Baptiste (lead)**

Associate Professor of History

## **Sharon Aviran**

Associate Professor of Biomedical Engineering

## **Julie Bossuyt**

Associate Professor of Pharmacology

## **C. Titus Brown**

Associate Professor of Population Health and Reproduction

## **Jochen Ditterich**

Associate Professor of Neurobiology, Physiology & Behavior

## **Mark Fedyk**

Associate Professor of Bioethics & Nursing

## **Jacob Hibel**

Associate Professor of Sociology

## **Lisa Materson**

Associate Professor of History

## **Amy Motlagh**

Associate Professor of Comparative Literature

# Lemon

## **Kimberly Nettles-Barcelón (lead)**

Associate Professor and Faculty Advisory of Gender, Sexuality, and Women's Studies

## **Margaret Laurena Kemp**

Associate Professor of Theatre and Dance

## **Corrie Decker**

Associate Professor of History

## **Kevin Gee**

Associate Professor, School of Education

## **Eleonora Grandi**

Associate Professor of Pharmacology

## **Milmon Harrison**

Associate Professor of African American and African Studies

## **Becca Thomases**

Professor of Mathematics

## **Li Tian**

Associate Professor of Plant Sciences

# Lime

## **Lorena Oropeza (lead)**

Professor of History

## **Diane Beckles**

Associate Professor of Plant Sciences

## **Desirée Martín**

Associate Professor of English

## **Susette Min**

Associate Professor of Asian American Studies

## **Elizabeth Montaña**

Associate Professor of Teaching, School of Education

## **Jon Rossini**

Associate Professor of Theatre and Dance

## **Cecilia Tsu**

Associate Professor of History

We also want to acknowledge: Ester Carolina Apesoa-Varano, Associate Professor, Betty Irene Moore School of Nursing; Luis G. Carvajal-Carmona, Associate Professor, Biochemistry and Molecular Medicine; Lijuan (Dawn) Cheng, Associate Professor, Civil and Environmental Engineering; Stacey Combes, Associate Professor, Neurobiology, Physiology and Behavior; Noha Radwan, Associate Professor, Comparative literature; Leticia Saucedo, Professor of Law; Archana Venkatesan, Associate Professor, Religious Studies and Comparative Literature; and Aijun Wang, Associate Professor, Biomedical Engineering Surgery