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

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 Hibel
Associate Professor of Sociology
Lisa Materson
Associate Professor of History
**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)**

Presented by:

**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
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.