

## FRIENDS

### Faculty Retention and Inclusive Excellence Networks — Designing Solutions

#### Community of Practice

#### Community of Practice Overview

- Time period: January 2020 – June 2020
- Total numbers of participating faculty: 24- 40
- Six teams of 4-7 faculty with a designated faculty lead; one team located at the Health Campus
- Participants will attend three (3) full COP convenings and at least six (6) ninety-minute team meetings
- The process is intended to build communities of inclusion and foster meaningful leadership among all participating faculty
- Each team will design a proposal, many of which may be informed by one of the five guiding questions of the COP
- The Associate Vice Chancellor for Academic Diversity along with the FRIENDS Leadership Team will provide ongoing oversight and continuous participation in the COP
- Additional facilitation and support will be provided by Mark Simon from Storywalkers Consulting, along with the Facilitation & Logistics Team
- The Vice Chancellor for Diversity, Equity and Inclusion will review and promote the new directions developed by the COP
- The COP will conclude with a public event in June to present achievements, agreements and findings

#### Purpose & Objectives

The goal of the COP is to engage a diverse coalition of campus faculty to collaborate in design thinking to remove barriers for marginalized faculty to thrive in our institution. Associate Professors will frame conversations around climate and retention; provide solutions they want to see; and prepare to lead in the implementation of these solutions. The COP will engage faculty in action-oriented teams that will meet every two weeks from March through May in order to develop high impact proposals.

The project has three parts

- 1) Share learning from stories behind data-driven insights on faculty experiences;
- 2) Develop communities of future faculty leaders interested in issues of faculty equity, retention, and climate; and
- 3) Design innovative interventions to tackle known issues.

#### Leadership Team

- Raquel Aldana ([realdana@ucdavis.edu](mailto:realdana@ucdavis.edu))
- Cindy Pickett ([cpickett@ucdavis.edu](mailto:cpickett@ucdavis.edu))
- Kimberly Nettles-Barcelon ([kdnettles@ucdavis.edu](mailto:kdnettles@ucdavis.edu))
- Mariel Velazquez ([mariel@math.ucdavis.edu](mailto:mariel@math.ucdavis.edu))
- Hendry Ton ([hton@ucdavis.edu](mailto:hon@ucdavis.edu))

#### Facilitation & Logistics Team

- Mark Simon, Principal Consultant, Storywalkers Consulting ([www.storywalkers.com](http://www.storywalkers.com)) ([msimon@storywalkers.com](mailto:msimon@storywalkers.com) – (530) 219-9505)
- Laura Cerruti ([lmcerruti@ucdavis.edu](mailto:lmcerruti@ucdavis.edu))
- Tom O'Donnell ([twodonnell@ucdavis.edu](mailto:twodonnell@ucdavis.edu))

## Guiding Topics

Each COP member will serve on one of six teams, each of which will consider whether to focus on one of the following five topics:

1. Challenges faced by women and minority faculty in advancing from Associate to Full Professor.
2. “Invisible labor” service work performed by racially minoritized faculty, particularly Women of Color (WOC).
3. Epistemological inclusion of efforts in diversity, equity, and inclusion in the University’s intellectual work, including scholarship that falls outside of disciplinary norms (perceived or actual) with a focus on addressing both formal hierarchies as well as informal processes that serve as barriers to the valuing the work of faculty of color or work that is or is perceived to be on the disciplinary margins.
4. Developing a critical consciousness among majority faculty to create and support healthy, productive academic climates.
5. Addressing issues related to classroom climate, including hate speech and racial harassment.

## Timeline

Date	Full COP Mtg. #	Team Mtg. #	Detail	Step/Topics
Dec-Jan	n/a	n/a	Identify Interested Faculty	<p><b>COP Nominations</b></p> <ul style="list-style-type: none"> <li>• FRIENDS Leadership Team disseminates information about COP and invites nominations</li> </ul> <p><b>Faculty Action:</b></p> <ul style="list-style-type: none"> <li>➤ Decide whether to schedule an exploratory interview (no commitment required)</li> </ul>
Jan-Feb	n/a	n/a	Establish COP Membership	<p><b>COP Interviews</b></p> <ul style="list-style-type: none"> <li>• Nominees schedule interview with Mark Simon and other team members</li> <li>• Clarify commitments required for all members</li> <li>• Review the meeting dates of each team to identify options</li> </ul> <p><b>Faculty Action:</b></p> <ul style="list-style-type: none"> <li>➤ Decide whether to join the Community of Practice</li> </ul>
Feb 26	1		10:00 am – 2:00 pm	<p><b>Launch COP</b></p> <ul style="list-style-type: none"> <li>• Introduce participants to one another and the work of the project</li> <li>• Review the COP charge</li> <li>• Establish teams and introduce project overview</li> <li>• Clarify the guidelines for proposal and begin to brainstorm and prioritize</li> </ul> <p><b>Faculty Action:</b></p> <ul style="list-style-type: none"> <li>➤ Teams solidify plans to meet in the following week</li> </ul>
Week of Mar 2		1	Time & date determined by Team Lead	<p><b>Team Meeting 1</b></p> <ul style="list-style-type: none"> <li>• Identify team agreements</li> <li>• Review interests, knowledge and expertise among team members</li> <li>• Develop a timeline of steps to be completed and potential roles</li> </ul> <p><b>Faculty Action:</b></p> <ul style="list-style-type: none"> <li>➤ Teams consider areas of interest for projects</li> </ul>

Date	Full COP Mtg. #	Team Mtg. #	Detail	Step/Topics
Week of Mar 16		2	Time & date determined by Team Lead	<p style="text-align: center;"><b>Team Meeting 2</b></p> <ul style="list-style-type: none"> <li>• Update and finalize timeline of steps to be completed and solidify roles</li> <li>• Identify core questions</li> <li>• Clarify specific tactics and strategies to obtain answers to core questions</li> </ul> <p style="text-align: center;"><b>Faculty Action:</b></p> <ul style="list-style-type: none"> <li>➤ Outline elements of proposal</li> </ul>
Week of Mar 30		3	Time & date determined by Team Lead	<p style="text-align: center;"><b>Team Meeting 3</b></p> <ul style="list-style-type: none"> <li>• Share updates on questions</li> <li>• Begin to collaborate on development of proposal</li> <li>• Prepare to share updates with full COP at Mid-Point Convening</li> </ul> <p style="text-align: center;"><b>Faculty Action:</b></p> <ul style="list-style-type: none"> <li>➤ Begin developing proposal</li> </ul>
Week of Apr 6	2		10:00 am – 12:00 pm	<p style="text-align: center;"><b>Mid-Point Convening</b></p> <ul style="list-style-type: none"> <li>• COP Teams share updates on status to date</li> <li>• Review plans for June concluding event &amp;</li> <li>• Introduce framework for presentations</li> <li>• Cross-team problem-solving and innovation sharing</li> </ul> <p style="text-align: center;"><b>Homework:</b></p> <ul style="list-style-type: none"> <li>➤ Identify new insights or tactics to apply to team efforts</li> </ul>
Week of Apr 13		4	Time & date determined by Team Lead	<p style="text-align: center;"><b>Team Meeting 6</b></p> <ul style="list-style-type: none"> <li>• Discuss relevant insights or tactics learned at Mid-Point Convening</li> <li>• Continue to collaborate on development of proposal</li> </ul> <p style="text-align: center;"><b>Faculty Action:</b></p> <ul style="list-style-type: none"> <li>➤ Continue developing proposal</li> </ul>
Week of May 10		5	Time & date determined by Team Lead	<p style="text-align: center;"><b>Team Meeting 7</b></p> <ul style="list-style-type: none"> <li>• Identify work that remains necessary to complete the proposal</li> <li>• Outline elements of June presentation</li> </ul> <p style="text-align: center;"><b>Faculty Action:</b></p> <ul style="list-style-type: none"> <li>➤ Finalize proposals</li> <li>➤ Begin developing presentations for June</li> </ul>
Week of May 24		6	Time & date determined by Team Lead	<p style="text-align: center;"><b>Team Meeting 8</b></p> <ul style="list-style-type: none"> <li>• Determine steps to complete the presentation and prepare to deliver it in June</li> <li>• Identify any finishing touches needed for proposal</li> </ul> <p style="text-align: center;"><b>Faculty Action:</b></p> <ul style="list-style-type: none"> <li>➤ Finalize presentations for June</li> </ul>
June 9	3		Time TBD	<p style="text-align: center;"><b>Concluding Event (Public)</b></p> <ul style="list-style-type: none"> <li>• Each team makes a presentation</li> <li>• Next steps are developed and agreed upon</li> </ul> <ul style="list-style-type: none"> <li>➤ We celebrate success!!</li> </ul>