01:16:25   Kimberly Nettles Barcelón: Thank you Kim and Raquel for setting the stage so beautifully!

01:17:33   Renetta Tull: Dear Colleagues, Thank you for your work on the FRIENDS project. I have to leave for a UCOP meeting where I am presenting; my time on that agenda is about to begin. However, I'm glad that this is being recorded so that I can review it later this afternoon. Thank you again. Best, Renetta

01:29:59   Carole Hom: Re: service fellowship with teaching release. Who will teach the course covered by the teaching release? Faculty interested in DEI may be highly valued by students as instructors precisely because they are women or faculty of color with interests in DEI.

01:30:57   Michal Kurlaender: Thank you! These are all great and concrete recommendations on how we could address making service more visible and valued.

01:31:08   Gerardo Mackenzie: Great presentations!!!

01:31:14   Claire N. Napawan: Wonderful presentation, Lime Team

01:31:15   Raquel Aldana: wonderfully done.

01:31:19   Annaliese Franz: Great Presentation!

01:31:25   Marcela Cuellar: Great ideas!

01:31:35   Corrie Decker: Excellent presentation!

01:31:47   Dawn Sumner: Really interesting recommendations! I really like the idea of the service dashboards. It will help with Step Plus evaluations, too.

01:32:22   Cynthia Carter Ching: A service dashboard is a great idea. Are there existing technologies other campuses are using for this? Would it need to be purpose-built on our campus? Could we have it sync with, for example, the Academic Senate database of AS committee assignments, or other existing campus data?

01:35:19   Karen Bales: How do you implement service dashboards without increasing administrative load on faculty?

01:35:31   Diane Beckles: @Cynthia Carter Ching The service dashboard is being implemented at another UC, we will have a prototype. There is a publication we can share.

01:36:14   Susette Min: That's a good question Kare

01:36:16   Susette Min: Karen

01:36:53   Dawn Sumner: (We didn't see anything from Dianne in chat. Maybe it went just to panelists?)

01:37:05   Dawn Sumner: *we being attendees

01:38:01   Jeanette Ruiz: How do we "educate" CAP? We can document and document but those that make these decisions at the higher level need to better understand these additional demands.

01:38:28   Diane Beckles: There is a publication on the service dashboard that we can share

01:38:37   karen zito: as per dawn's comment above - i don't see anything in chat about the dashboard either.

01:38:42   Susette Min: We would educate CAP through the proposed workshops

01:38:49   Michal Kurlaender: That would be great, id you can share!

01:39:03   Gerardo Mackenzie: Congrats Lime team!!!!

01:39:04   Kimberlee Shauman: I think that UCLA has also implemented a service dashboard using an Advancing Faculty Diversity grant.

01:39:10   Milmon F. Harrison: Great job, Lime team!

01:39:43   Kimberly Nettles Barcelón: Excellent Job Lime Team.

01:40:12   Laura Cerruti: For those of you who didn't see it, Diane Beckles wrote, "@Cynthia Carter Ching The service dashboard is being implemented at another UC, we will have a prototype. There is a publication we can share."

01:41:13   Laura Cerruti: For those of you who didn't see it, Susette Min wrote, "We would educate CAP through the proposed workshops."

01:41:51   Laura Cerruti: For those of you who didn't see it, Kimberly Shauman write, "I think that UCLA has also implemented a service dashboard using an Advancing Faculty Diversity Grant."

01:42:32   Tom O'Donnell: From: O'Meara et al., (2021) Equity-minded faculty workloads: what we can and should do now. ACE-ENGAGE Report
https://www.acenet.edu/Documents/Equity-Minded-Faculty-Workloads.pdf

01:42:43   Kimberlee Shauman: The AIM Network (connects NSF Advance grand institutions) has hosted a number of discussions and presentations about dashboards. I will try to find links.

01:42:45   Erica Kohl-Arenas: This is all excellent work/recommendations. Will the powerpoints/slides be shared? Thanks for all of your organizing!

01:45:32   Titus C. Brown: "can you say more about the diffferent models you found for documenting service activities."

01:45:43   Titus C. Brown: I think this is probably meant for Lime team.

01:46:29   Kimberlee Shauman: Here is one resource:
https://www.tandfonline.com/doi/full/10.1080/00091383.2020.1745579

01:50:36   Katheryn Russ: I really appreciate this proposed Action #2. Our department has a Climate committee, but it is hard to know how to put the data that they gathered to work.

01:53:19   Corrie Decker: Nice job, Grape Team!

01:53:28   Annaliese Franz: Great presntation!

01:53:34   Titus C. Brown: Excellent job!

01:53:38   Kimberly Nettles Barcelón: Great Job!!

01:53:40   Milmon F. Harrison: Grape Team. Awesome Job!

01:54:42   Julie Bossuyt: Nice job on the presentation!

01:54:59   Jaimie Asakawa: what elements would lead the pilot to fail?

01:55:09   Corrie Decker: Can you say something about the representation on the Workplace Climate Committee? Who would be recruited for this committee and how?

01:57:07   Natalia Deeb-Sossa: How would you make sure that the workplace climate committee would not lead to "extra" service that is not undervalued and unrecognized by the university?

02:04:14   Rachel Jean-Baptiste: Response to question to Team Grape

02:06:18   Dawn Sumner: This is just to the panelists - There has been a suggestion from some that UCD implement "faculty equity advisors" like those implemented on other campuses, but we have different conditions - and things like STEAD and CAMPOS/CAMPSSAH. The Grape team's work highlights things that might be a great substitute for other equity advisor implementations. I'm wondering if I could talk to someone (or everyone?) on the Grape team about your ideas on the DEI all-stars and climate committee and how these might serve some of the "faculty equity advisor" roles.

02:07:19   Titus C. Brown: Hi Dawn, that'd be great! I'd love to set something up.

02:08:06   Mary Croughan: Might I suggest looking at the faculty mentoring program at UCSF? We designed that program in a manner very similar, and to address the same issues, as those you have outlined. I'm happy to provide more information, including the evaluation process and paid Mentoring Facilitators in the departments who set up the matching program and oversaw activities.

02:08:28   Karen Bales: A lot of the suggestions focus on departments; but faculty spend a lot of their time in various Centers, Institutes, and ORUs. Would these recommendations apply to those organizations as well?

02:08:50   Lauren Lindstrom: I really like the idea of reviewing workplace climate in a systematic and regular process.

02:09:15   Kevin Gee: Yes, would love to see UCSF's mentoring model! Thanks.

02:10:31   Katheryn Russ: Regular review of climate could encourage more attention to and reflection on process and consistency.

02:10:49   Rachel Jean-Baptiste: Response to Natalia's question for Team Grape, how would we make sure that Workplace Climate Committee would not became "extra" and "undervalued" service? 1. To anchor committee to UC Davis's strategic plan goals #4 and #5. 2. Serving on the committee would have a course release associated with it, thereby would not be "extra" service but rather service that is recognized as valued per the release from teaching. 3. This committee has a research and entrepreneurial aspect in terms of identifying and implementing practices that could lead to solutions.

02:11:26   Natalia Deeb-Sossa: Thank you @rachel!
02:11:26   Lisa Materson: Hi Dawn, I recently learned about the Equity Advisors. I believe that all campuses are required to implement an Equity Advisor system. 7 campuses have them, I believe. Davis is an outlier.
02:12:04   Elizabeth Freeman: I find all this really interesting and generative, but over 20 years I have seen course releases for service diminish, not increase. How can we address this systemic issue?
02:13:20   Corrie Decker: @Karen Bales: Yes, absolutely. "Departments" in our proposal should read "and units, etc.".
02:13:31   Lorena Oropeza: Thank you Provost Croughan. I would love to see the UCSF materials.
02:13:44   Lisa Materson: Hi Dawn, I recently learned about the Equity Advisors. I believe that all campuses are required to implement Equity Advisors system. 7 campuses have them, I believe. Davis is an outlier.
02:14:18   Lisa Materson: Wonderful presentation!
02:14:56   Dawn Sumner: Lisa - It's more complicated than that. UCD has STEAD which performs some of the actions for Faculty Equity Advisor on other campuses. There are also some campuses that have them and they aren't actually empowered or trained to be effective.
02:15:25   Sarah McCullough: Many of these solutions rely upon course releases. Do you think that this would increase reliance on adjunct faculty, a particularly vulnerable part of the university's workforce?
02:15:45   Lisa Materson: The grape team would love to learn more, Dawn.
02:16:01   Susan Carlson: I can speak from the UCOP perspective to let you know that campuses are not required to have equity advisors, but most do use them. Others, like Davis, have come up with other ways to do the same kind of equity work.
02:16:02   Elizabeth Langridge-Noti: I do not see many of the comments posted...although I sometimes see responses. That may be due to my outside observing status, but I am definitely missing conversations and resources.
02:16:28   Dawn Sumner: Yes, I seem to be collecting information on them from multiple places. And I'm super interested in hearing your perspective, Susan.
02:16:44   Susette Min: I like lemon's third idea a lot…v. thoughtful and holistic. How do we start rethinking these post-tenure trajectories?
02:17:03   Titus C. Brown: Hi Elizabeth, most of the comments are eventually making it over to the Attendees, I hope! At least I see them being reposted. I think the recording will also have the full chat.
02:17:10   Natalia Deeb-Sossa: How do we make sure that public scholarship is valued but the university? Recognizing that it has been done by faculty of color in communities of color for years...
02:18:45   Michael Rios: Empirical research substantiates Natalia's question and is under-recognized in merit and promotion.
02:18:58   Jaimie Asakawa: this event is really fantastic - thank you!
02:19:50   Diane Beckles: Public scholarship is the best way to ensure UC's long-term future. Investing in, and engaging with the public broadly is just smart politics…….
02:19:57   Maciel Hernandez: Solution: Hire more faculty :)
02:20:07   Elizabeth Langridge-Noti: Not me BUT good question...
02:20:23   Laura Cerruti: Sorry, it was Sarah McCullough!
02:21:06   Katheryn Russ: VP Michael Rios is trying hard to raise visibility for public scholarship, perhaps a first step to having it valued?
02:21:09   Dawn Sumner: I love your yellow backgrounds :)
02:21:15   Gerardo Mackenzie: Great job!!!
02:21:30   Elizabeth Langridge-Noti: Excellent idea...deliberate inclusion of graduate students in further mentorship that can also contribute to this is great idea.

02:21:48   Katheryn Russ: So thoughtful, Lemon Team, so uplifting!
02:30:26   Bernadette Austin: Thank you for that presentation, Natalia. Enlightening, thoughtful, and balanced.
02:31:13   Natalia Deeb-Sossa: Thank you Bernadette! It was a team effort! It was my honor to be doing it for Team Berry
02:37:52   Corrie Decker: Great presentation!
02:38:37   Milmon F. Harrison: Great presentation and great work, Berry Team.
02:38:45   Lisa Materson: great work, Berry Team
02:38:52   Susette Min: Thanks everyone for your great presentations and ideas!!!
02:38:57   karen zito: Thank you all for your hard work - I learned so much.
02:39:20   Tessa Hill: Thank you for these wonderful presentations!
02:39:33   Dawn Sumner: Amazing articulation of the issues of speech! And the differences in different places. That framing is so insightful.
02:39:40   Gerardo Mackenzie: Great presentations. It will be a difficult task to differentiate the Free speech and Non-free or aggressive speech. Thanks for taking on this important task!!
02:39:54   Kimberly Nettles Barcelón: Berry Team -- Y'all did a great job! I loved the addition of the first-person testimonial re: "hate speech".
02:39:57   Raquel Aldana: I'm very proud of the Berry Team. Natalia and Annaliese, you represented us so well. Thank you!
02:40:35   Elizabeth Langridge-Noti: Thank you...a lot to process and very well framed and expressed...
02:40:56   Maciel Hernandez: Thank you Team Berry for insightful presentation. Experiences like the one described in the audio are potentially invisible labor (or invisibility in the place of work). The everyday micro-aggressions and micro-invalidations underrepresented faculty experience, directly or vicariously, and the emotional labor to resolve and confront assaults to safety take time out of other aspects of our work. How might a service dashboard be flexible to account for this type of labor? Maybe it can't. Maybe it shouldn't. I appreciate the idea of community-based learning environment to share experiences and solutions.
02:41:00   Raquel Aldana: Thank you Susan. You've been an amazing partner.
02:42:37   Corrie Decker: A question for the Berry team: Would you envision a way to create interactive engagement over video if not in person in a way that still allows for "live" interaction? The theater performance references suggest that this could be done via video (as the theater department has done during the time of COVID!), which I think would be more effective than online "courses" like we have for anti-harassment and cyber security training.
02:44:19   Raquel Aldana: Corrie: I like the hybrid approach, which I think is what you suggest. The recorded performances could be used as launching moments of "live" discussion -- the discussions are important because we envision learning together from our collective wisdom on how to handle these hard moments.
02:48:06   Annaliese Franz: @Corrie, the hope is for live in-person immersive/interactive performance events/activities after the times of COVID and online would still are related to video recordings of such composite case studies. While the goal is to create community, or for example to bring to faculty meetings for a more broadly distributed immersive experience, having the online videos to allow broader dissemination at more flexible times is also a goal.
02:49:39   Cecilia Tsu: Maciel: You bring up an important point. As far as I know, the examples of service dashboards and matrixes the Lime team did not track/ quantify this type of emotional labor and micro-aggressions. I appreciate the proposals from Berry to address these issues.
02:51:37   Natalia Deeb-Sossa: YES, HERE HERE!
02:51:42   Elizabeth Pontikes: Thank you!!
02:51:46   Laura Cerruti: Honored to work with such a dedicated group of faculty.
02:51:56   Annaliese Franz: And thank you to you, Lorena
02:52:23   Jaimie Asakawa: 👏

02:54:47   Mary Croughan: Thank you all for your dedication and hard work on these really important issues! I look forward to continuing to work on these critical issues with you.
02:56:17   Susan Carlson: The Pister Report is well worth the read. Thank you for the reference, Lorena.
02:56:56   Mark Simon: https://www.ucop.edu/academic-personnel-programs/programs-and-initiatives/faculty-resources-advancement/report-of-the-universitywide-task-force-on-faculty-rewards.html
02:57:11   Mark Simon: Pister Report
02:57:33   Raquel Aldana: Lorena, you are fantastic!
02:57:44   Kimberly Nettles Barcelón: Beautiful, Lorena!
02:57:47   Dawn Sumner: Thank you so much, Lorena!
02:57:48   Diane Beckles: Thank you Lorena, Raquel, Laura, Tom and Mark, and to all of the FRIENDS participants.
02:57:49   Titus C. Brown: Very nice Lorena!
02:57:50   Gerardo Mackenzie: Thank you Lorena!!!!!!
02:57:50   Annaliese Franz: Thank you Lorena!!
02:57:54   Ted Powers: Thank you!
02:58:06   Mariel Vazquez: Thank you!
02:58:06   Elizabeth Langridge-Noti: Thank you so much...I couldn't take notes quickly enough and will need to listen to recording and redo slide decks...
02:58:07   Edward Dickinson: Thank you Lorena!!!! Brilliant close.
02:58:08   Desirée Martín: Gracias Lorena! And thanks to all!
02:58:10   Milmon F. Harrison: Great Job, Lorena. Thanks, everyone!
02:58:15   Susette Min: Thanks Lorena!!!
02:58:17   Stacy Fahrenthold: Thank you all! I learned a lot today and hope to get involved!
02:58:17   Jeanette Ruiz: Thank you F.R.I.E.N.D.S., friends indeed.
02:58:34   Dawn Sumner: Wonderful work, FRIENDS!
02:58:35   Ellen Hartigan-O'Connor: Thank you! Great presentations!
02:58:36   Kimberly Nettles Barcelón: This has been a pleasure and honor!
02:58:41   karen zito: Thank you so much again!
02:58:43   Natalia Deeb-Sossa: Gracias
02:58:47   Gerardo Mackenzie: Wonderful work!!!!!
02:58:47   Elizabeth Freeman: Thank you, all!
02:58:47   Anita Oberbauer: Thank you all for your efforts and great concepts!
02:58:54   Afra Afsharipour: Thank you all!
02:58:55   Elizabeth Langridge-Noti: Many thanks1