Summary: UCSF Faculty Leadership Seminar (May 14, 2015)

42 deans, chairs and faculty leaders attended a faculty leadership seminar sponsored by the Office of the President, entitled *Fostering Inclusive Excellence: Strategies and Tools for Department Chairs and Deans* in May 2015. The centerpiece of the seminar was an interactive theatre performance and discussion entitled “Ready to Vote?” which focused on gender and racial bias in a faculty review committee meeting, and its impact on departmental climate. The scenario and dialogue was based on interviews from UC faculty and post-doctoral fellows as well as from the research literature.

- With a 69% response rate to the program evaluations, respondents rated the program positively. Two questions: “finding the interactive theatre method to be an effective tool to increase cultural awareness and understanding,” and “recommending that colleagues attend a seminar of this type” received the highest ratings at 4.9 (out of a 5.0 scale). Some respondents commented: “Theatre approach was a novel and excellent mechanism to convey information, especially since the viewer was required to engage in what was happening in order to gain perspective;” and “The interactive theater group were excellent in demonstrating the challenging issues that arise in these discussions and how easy it is to slip from objective evaluation to subjective evaluation.”

- “Interest in attending future seminars of this type” received the second highest overall rating at 4.8. “Being provided with new tools and problem-solving strategies to address academic workplace issues” had the lowest rating at 4.4.

- In terms of what participants would do differently as a result of the program, responses ranged from raising own awareness on implicit bias to taking concrete steps to promote inclusiveness. Here are some comments: “Instruct my faculty to be aware of their unconscious bias in the evaluating of colleagues for promotion. Share the toolkit with my faculty;” “Open our faculty meetings with ground rules;” and “Intervene when I next observe or experience a microaggression.”

- 100% of deans and new chairs were in attendance, and 56% of continuing chairs participated in the seminar. UCSF was one of only two campuses to meet all of its attendance goals set for the program.
Please respond to the following statements by checking the appropriate box.

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<th>N=29</th>
<th>Response Rate: 69%</th>
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<tr>
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<td>Strongly Agree (5)</td>
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1. I gained new insights relevant to my role as chair/dean. ☐ 4.5 ☐ ☐ ☐ ☐

2. This seminar helped me gain greater understanding of implicit bias and its possible impact on fairness and equity in the faculty review process. ☐ 4.5 ☐ ☐ ☐ ☐

3. This seminar helped me gain greater understanding of microaggressions in the academic work environment. ☐ 4.7 ☐ ☐ ☐ ☐

4. This seminar gave me the opportunity to reflect on how to foster a more respectful and inclusive academic work environment. ☐ 4.7 ☐ ☐ ☐ ☐

5. This seminar provided me with new tools and problem-solving strategies to address academic workplace issues. ☐ 4.4 ☐ ☐ ☐ ☐

6. Discussion among my peers in the group problem solving provided me with useful information and strategies. ☐ 4.5 ☐ ☐ ☐ ☐

7. I could empathize with some of the characters’ concerns and perspectives. ☐ 4.8 ☐ ☐ ☐ ☐

8. I found the interactive theater method to be an effective tool to increase cultural awareness and understanding. ☐ 4.9 ☐ ☐ ☐ ☐

9. The materials in the seminar packet are helpful. ☐ 4.6 ☐ ☐ ☐ ☐

10. I would recommend that my departmental colleagues attend a seminar of this type. ☐ 4.9 ☐ ☐ ☐ ☐

11. I would be interested in attending future seminars of this type. ☐ 4.8 ☐ ☐ ☐ ☐

12. Two things I will do differently at work as a result of this seminar (use backside as necessary):

13. Highlights of the seminar (use backside as necessary): Theater format, questions/discussion with characters and small group discussion.

14. Suggestions for improving this seminar (use backside as necessary):

**Type of position you hold:** (Check more than one if applicable)

- ☐ New Chair (1=3%)
- ☐ Continuing Chair (7=24%)
- ☐ Interim Chair/Vice Chair
- ☐ Dean (8=28%)
- ☐ Faculty/Academic Administrator (13=45%)

**N=29 survey respondents**