

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.



Evaluation Form (OVERALL RATINGS) 5/14/15

Please respond to the following statements by checking the appropriate box.

N=29

Response Rate: 69%

	Strongly Agree (5)	Agree (4)	Neither Agree nor Disagree (3)	Disagree (2)	Strongly Disagree (1)
1. I gained new insights relevant to my role as chair/dean.	<input type="checkbox"/> 4.5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. This seminar helped me gain greater understanding of implicit bias and its possible impact on fairness and equity in the faculty review process.	<input type="checkbox"/> 4.5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. This seminar helped me gain greater understanding of microaggressions in the academic work environment.	<input type="checkbox"/> 4.7	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. This seminar gave me the opportunity to reflect on how to foster a more respectful and inclusive academic work environment.	<input type="checkbox"/> 4.7	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. This seminar provided me with new tools and problem-solving strategies to address academic workplace issues.	<input type="checkbox"/> 4.4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Discussion among my peers in the group problem solving provided me with useful information and strategies.	<input type="checkbox"/> 4.5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. I could empathize with some of the characters' concerns and perspectives.	<input type="checkbox"/> 4.8	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. I found the interactive theater method to be an effective tool to increase cultural awareness and understanding.	<input type="checkbox"/> 4.9	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. The materials in the seminar packet are helpful.	<input type="checkbox"/> 4.6	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. I would recommend that my departmental colleagues attend a seminar of this type.	<input type="checkbox"/> 4.9	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. I would be interested in attending future seminars of this type.	<input type="checkbox"/> 4.8	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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