

ADVANCE Chairs Workshop Report

Date: Tuesday, November 15, 2022
Time: 9:00 AM - 11:00 AM
Location: 313 N. 13 St. - MV109

BACKGROUND: The ADVANCE program at Marquette focuses on better supporting women and underrepresented faculty in STEM/SBE departments, and improving the climate for diversity at the departmental level. The ADVANCE grant lists several goals and activities to address these issues, including a chairs workshop and various faculty surveys. Dr. John Borg, ADVANCE member and Chair of Mechanical Engineering, spearheaded the chairs workshop and KINDER survey.

KINDER CLIMATE SURVEY: The KINDER survey includes 24 question items ($\alpha = 0.95$), all asked on a Likert scale ranging from 1 to 5, with the following response categories: Not at All, Somewhat, Moderately, Very, and Completely. A “No basis for judging” option is also provided. In April 2022, University of Illinois Urbana-Champaign administered the survey which asked ADVANCE-only faculty to measure their departments in four categories: *Civility Climate* (CC), *Conflict Resolution* (CR), *Lack of Hostility Climate* (HC), and *Sexual Harassment* (SH). The results were shared with the ADVANCE implementation team, then woven into this ADVANCE Chairs Workshop.

Departments needed a minimum of five (5) to receive KINDER results. 14 out of 16 ADVANCE departments met this requirement. A summary of department participation is outlined below.

EVENT DETAILS: The purpose of this Chairs Workshop was to:

1. **Share and interpret KINDER data**
2. **Hear experts in the areas of Title IX and HR at Marquette**
3. **Review tools and resources for Chairs/Assistant Chairs**
4. **Break out into group discussions and personal reflection**
5. **Start creating a department action plan**

The event began with Dr. John Borg introducing the ADVANCE program, the purpose of the workshop, and the KINDER survey. Dr. Jennica Webster then reviewed the purpose of the 2020 Climate Survey and how the two surveys indicate a point in time for department issues. John presented the KINDER results for his own department (Mechanical Engineering), and Erick Herrera (ADVANCE G.A.) provided context for departments to interpret their respective reports.

Individual department data dashboards were distributed, and Chairs/ Assistant Chairs were given an opportunity to reflect on their results. After review, Liz Sides, Wendy Butler, and Kristen Kreple presented on their respective expertise in HR and Title IX. The PowerPoint presentation with their work and talking points on each of the four categories can be found [here](#).

The action plan handout was distributed to Chairs after the presentation to bring back to their departments to start addressing the issues discussed. Important questions arose from conversation, which are listed below.

- **How can we incentivize and recognize departments and department chairs that are doing well in these areas?**
- **How do we address problematic behavior when the offenders are protected by positions of power?**
- **How can we better train department leaders who have not had experience in dealing with conflict resolution, etc.?**

Thank you to the department leadership who were able to attend the ADVANCE Chairs Workshop. We appreciate your dedication to improving our campus climate. **If you missed the workshop, please contact the [ADVANCE Coordinator](#) for more information, or you can learn more on our [ADVANCE resources web page](#).**

Participation Summary	% Participation	N	☑
ADVANCE DEPARTMENTS	48.4%	304	147

DEMOGRAPHICS: All ADVANCE (STEM/SBE) chairs and assistant chairs were invited to attend the ADVANCE Chairs Workshop.

- Eight (8) attendees from six (6) departments were in attendance:
 - **Biomedical Sciences** - 1 representative
 - **Chemistry** - 1 representative
 - **Economics** - 1 representative
 - **Physics** - 2 representatives
 - **Political Science** - 1 representative
 - **Psychology** - 2 representatives
- Four (4) presenters were in attendance:
 - **Dr. John Borg** - Chair/Professor of Mechanical Engineering
 - **Wendy Butler** - Director of Organizational Development
 - **Kristen Kreple** - Title IX Coordinator
 - **Liz Sides** - Director of Employment and Employee Relations
- Four (4) coordinators/observers were in attendance:
 - **Dr. Deb Oswald** - Professor of Psychology
 - **Dr. Jennica Webster** - Associate Professor of Management
 - **Erick Herrera Hernandez** - ADVANCE Graduate Assistant
 - **Sara Spragg** - ADVANCE Coordinator
- Participant Breakdown (not including presenters/coordinators):
 - Women = 3 | Men = 5
 - Assistant = 0 | Associate = 3 | Full = 5
 - STEM = 4 | SBE = 4

SCALE DEFINITIONS

Civility Climate (CC) - The extent to which workgroup members engage in respectful behavior toward others.

Conflict Resolution (CR) - The extent to which workgroup interactions reflect trust and support and members are treated equitably.

Lack of Hostility Climate (HC) - The extent to which workgroup members receive abusive, threatening, or verbally aggressive behaviors from leaders.

Sexual Harassment (SH) - The extent to which the institution and workgroup visibly engage in prevention of offensive and inappropriate behavior and comments related sexual misconduct.

