# DRAFT: Career Advancement Series:

# Supporting Faculty Gender Diversity

In Collaboration with the Status of Women Committee Chair, Faculty Association, and Senior Advisor on Women Faculty, Provost’s Office

# GOAL: Provide opportunities for cross-fertilization on activities and scholarly work that promote gender diversity in Faculties and Units. Develop better connections across Faculties and departments, Professional Development Opportunities and Informal/Formal meetings

# Events Outline for Academic Year 2014/2015

## 1 Faculty Equity and Diversity Initiatives across Campus (mid) Sep 2014

Participants: All levels invited, expected participation mainly from tenured faculty

Scope: In round-table discussions representatives from departments and Faculties across campus talk about their units’ equity/diversity initiatives. Participants identify ways to generate and foster these activities in their own units

## 2 Post-Tenure Career Development and Options Oct 2014

Participants: Faculty affairs and equity/diversity leaders from across campus, those interested in UBC-wide post-tenure career advancement network

Scope: The group identifies activities that support post-tenure faculty, such as CV workshops, emerging leadership programs, awareness of post-tenure career options, and paths to these options. How can UBC central and Faculties deliver these activities, are there collaborative opportunities for efficiency?

## 3 Welcome New Women Faculty – Meet Your Mentor, Your Mentee early Nov 2014

Participants: New and pre-tenure faculty (mentees) and senior faculty (mentors)

Scope: Welcome to UBC; junior faculty meet senior faculty; make connections across campus. Mentoring pairs set up before the meeting, and are invited to the event and connecting after

## 4 How to Get Ready for Reappointment and Tenure (mid) Jan 2015

Participants: Pre-tenure faculty

Scope: Faculty Relations representatives, department leaders, and senior faculty provide ‘essentials’ of getting ready for tenure and promotion.

## 5 Research on Diversity in Organizational Leadership (TBD) (early) Mar 2015

Participants: Subject matter experts in gender diversity, in organizational behavior, and other critical areas, faculty at all levels

Scope: Round tables that provide research and perspectives relevant to career progress and increasing gender diversity in leadership, interact with sr leaders and faculty representatives

## 6 Connecting Your Priorities (Group or Department) with the Priorities of Your Faculty or UBC Apr 2015

Participants: Diversity of sr. leaders w/ guest Deans, AVP’s, Provost

Scope: Academic leaders share insights from their portfolios on making connections and aligning priorities