



**Women Faculty in Leadership: Applied Science and Medicine**  
**A Forum on Advancing Women Faculty in Leadership**  
**April 9, 2013, Liu Institute – Multipurpose Room**

<p>Morning April 9, 2013  <b>A Call To Action: Women Faculty in Leadership</b>            8:30am-12:15pm</p>	<p>Afternoon April 9, 2013  <b>Building Conditions for Success</b>            12:15-4:30pm</p>
<p><b>8:30 Continental Breakfast – please arrive for 9am start!</b></p> <p><b>9:00</b>  <b>Welcome</b>            Lisa Castle, VP Human Resources            Gavin Stuart, Dean, Faculty of Medicine; Vice Provost, Health</p> <p><b>9:00-10:15</b>  <b>Women Leadership Matters: Ensuring Our Success for The Future</b>            Rachel Kuske, Sr. Advisor on Women Faculty, Provost            Dialogue on Faculty Programs, Best Practices, UBC’s Context, UBC Supports</p> <p><b>Faculty of Applied Science: Brief update on Working Climate Study</b>            Sally Thorne, Assoc. Dean</p> <p><b>Faculty of Medicine: On-going Action Plans for Women in Leadership</b>            Gisele Bourgeois-Law, Assoc. Dean</p> <p><b>10:15-10:30</b>  <b>Coffee break and wrap up of reports</b></p>	<p><b>12:15-12:45</b>  <b>Lunch and Informal Networking</b></p> <p><b>12:45-1:00</b>  <b>Bringing the Key Themes into Action: Intro to Vision and Action Plans</b></p> <p><b>1:00-2:15</b>  <b>Creating a Shared Vision Women Faculty in Leadership</b></p> <p><b>2:15-2:30</b>  <b>Coffee break and collection of vision statements</b></p>
<p><b>10:30-10:50</b>  <b>Research on Implicit Gender Bias</b>            Toni Schmader, UBC Psychology</p> <p><b>10:50-11:00</b>  <b>Group Demo of Implicit Gender Bias</b>            Toni Schmader</p>	<p><b>Faculty Focus and Action Plans</b></p> <p><b>2:30-3:30</b>  <b>Individual Strategies</b></p> <p><b>3:30-4:15</b>  <b>Group Strategies</b></p>
<p><b>11:00-12:00</b>  <b>Working Together as Allies to Create Institutional Change</b>            Listening, Dialogue and Discussion:            Participants and Guest Leaders</p> <p><b>12:00-12:15</b>  <b>Group Summary of the Morning’s Key Themes</b></p>	<p><b>4:15-4:30</b>  <b>Wrap-up</b></p> <p><b>Report on Action Plans Evaluation Forms</b></p>



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***A Call to Action***  
***9:00 am–12:15 pm***

**8:30 Continental Breakfast – please arrive for 9am start!**

**9:00-9:10 Welcome**

Lisa Castle, VP Human Resources

Gavin Stuart, Dean of Faculty of Medicine and Vice Provost, Health

**9:10-10:30 Women in Leadership Matters: Ensuring Success for the Future**  
**Dialogue on UBC and Faculty Programs, Best Practices, UBC’s Context, UBC Supports**

During the presentations there will be time for questions. In addition, on each table there will be index cards where participants can write their questions, comments and suggestions for resources, people, research and experience that can contribute to the plan at the UBC, Faculty, and other levels.

Rachel Kuske, Senior Advisor to the Provost on Women Faculty

- Progress, barriers, opportunities at UBC in support of women faculty in leadership and, more broadly, for the advancement of a diverse faculty.
- Recognition of the diversity of backgrounds of attendees of the Forum, and the importance of consideration of research and experiences to tap into the broadest possible range of faculty talent.

Sally Thorne, Associate Dean, Faculty of Applied Science, and Elizabeth Croft, NSERC Chair WISE

- Update on the Working Climate Study, Faculty of Applied Science

Gisele Bourgeois-Law, Associate Dean, Faculty of Medicine

- On-going Action Plans for Women in Leadership, Faculty of Medicine

**10:15-10:30 Break**



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**10:30-11:00 Connecting Research and Practices**

**Research on Implicit Gender Bias**

Toni Schmader, Professor, Department of Psychology, Faculty of Arts, will present a social psychological perspective on the role of cultural stereotypes in constraining women's advancement into positions of leadership. In light of these theories and evidence, recommendations will be presented on promoting diversity in the academy.

**Group Demo of Implicit Gender Bias**

Toni Schmader will facilitate an implicit bias exercise that will help participants to warm up for the next session.

**11:00-12:00 Working Together as Allies to Create Institutional Change**

This session includes listening, dialogue and discussion with senior leaders about your thoughts and ideas on working together to lead and manage these changes. The guest listeners for this session will include Deans, Associate Deans, Heads, and others responsible for leading change at UBC and in their Faculties and departments.

**12:00-12:15 Group Summary of the Morning Themes**

***Building Conditions for Success***  
***12:15–4:30 pm***

**12:15-12:45 Lunch: Informal Networking**

**12:45-1:00 Warm-up Discussion**

1. What ideas from your conversations in the morning do you want to bring to the afternoon's Faculty and Action Plan sessions?
2. What are some things you can do to create awareness and keep the spirit of advancement and leadership alive in your own teaching, research and professional activities?
3. How can the vision exercise contribute to the action plans?



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**1:00-2:15 Creating a Shared Vision for Women Faculty in Leadership**

This exercise is designed to build on what we have covered so far and our collective wisdom and experiences to create a shared vision for advancing leadership for women faculty at UBC. The key elements of UBC's vision and values from *Place and Promise* will be used to guide this discussion. A cross-cutting theme throughout UBC's Strategic Plan, *Place and Promise*, is the need for diversity in meeting its goals. A clear message from UBC's strategy *Valuing Difference* is that, to succeed, UBC's equity and diversity strategy must be aimed at inclusion in all aspects of university life. The goal is to highlight the conditions and key actions that will get us there.

**2:15-2:30 Brief coffee break and collect vision statements**

**2:30-4:15 Faculty Focus and Action Plans**

**2:30-3:30 Individual Strategies**

Participants and guest leaders will gather in small groups to consider different leadership paths in areas of research, teaching and administration. They will explore the different strategies for different leadership roles, and consider the access to these roles. Participants will have the opportunity to work with two different groups (areas) during the hour.

3:30 Move to Faculty Group areas

**3:30-4:15 Group Strategies and Action Plans**

Participants and guests will gather in Faculty groups and integrate their learning and ideas into individual and Faculty-level action plans.

**4:15-4:30 Wrap-up**

Report out from Faculty tables on key individual and Faculty-level action plans

Participants will be asked to complete an evaluation form.