



Significant Accomplishments

- PIs and Research Director visited six colleges' meetings of dept. chairs (CALS, ENGR, VETMED, SoHE, EDUC, MED-Clinical), and five other meetings of interested faculty and administrators, to present data from climate survey and encourage attendance of chairs at March 30th chairs' climate workshop.
- Designed and implemented 3-hour interactive workshop for dept. chairs. 17 dept. chairs registered, 9 from bio/phys science departments. Preliminary results from evaluation indicate that it was well received!
- Public showing of first-year documentary video was highly successful, with around 63 attendees, including deans and other high-level administrators. As result, the video has been picked up for release on **The Research Channel!**



Areas of difficulty/resistance

- Although we issued invitations to chairs of hiring committees to attend our training workshops, no chairs signed up. Intervention is not reaching its target population.
 - By the time we were ready with workshop, most faculty hires were well-past the search phase, and were interviewing candidates. We issued invitation too late in the process.
- Solution? Re-vamp this summer, and make an individualized effort to get committee chairs into the workshops. Start the training early (August) to better accommodate the usual search schedule.



Best Idea/Reference Source/Insight

- Take the research back to the community! Our meetings with chairs, faculty and staff to show them preliminary results from the climate questions on the survey have been highly successful. Conversations about climate, and the chair's role in creating that climate, have begun in departments.