Strengthening the Academic Work Environment
To Attract and Retain Excellent and Diverse Faculty

Departments of Chemical and Mechanical Engineering
January 13, 2005

Purpose of Initial Session
To increase awareness of the importance of creating and maintaining an excellent academic work environment for everyone and women scientists in particular

Goals
- Identify key elements of a great academic work environment
- Recognize the current situation for underrepresented groups
- Build on the best of relevant experiences to begin planning for productive change

Agenda
8:30 Welcome & Introduction (Context Setting)
8:40 Overview of Session & Approach
8:50 Paired Interviews
  - Inquiry Focusing on Great Academic Work Environments
9:20 Identify Themes
10:00 Report
10:20 Reality Check – Understanding the Context within ADVANCE goals
  - Review of Best Practices in Faculty Retention
  - Revisit themes
10:40 Identify Key Elements of Desired Outcomes
10:55 Moving Forward – desired outcomes and ideas for action
11:15 Report
11:25 Identify Next Steps and Wrap-up
11:30 Close