# "Successful Faculty Retreats: Words from the Wise"

UW ADVANCE Spring Quarterly Leadership Workshop

May 24, 2013

### **AGENDA**

10:30 – 10:40 Welcome and Introductions

10:40 – 10:45 Diversity Learning Overview

10:45 - 11:45 "Success Faculty Retreat"

Panelists and Q&A

11:45 – 12:00 Small Group Brainstorming

12:00 – 1:00 Networking Lunch



### **Diversity Competencies**

#### **From Diversity Requirement:**

Courses focus on cross-cultural analysis and communication; and historical and contemporary inequities such as those associated with race, ethnicity, class, sex and gender, sexual orientation, nationality, ability, religion, creed, age, or socioeconomic status. Course activities should encourage thinking critically on topics such as power, inequality, marginality, and social movements, and effective communication across cultural differences. Betty Schmitz

University of Washington Center for Institutional Change

## Task Force on Diversity in Undergraduate Learning: Opportunities for Studying Diversity

- The College of the Environment is considering creating a new suite of courses on environmental justice
- The College of Engineering's PEERS Seminar could be scaled up from one credit to three credits
- Ongoing curriculum transformation programs, such as the one in the iSchool, will create more courses focused on and integrating diversity
- Undergraduate Research Program, Carlson Center, Freshman
   Seminars and study abroad are all venues for study of diversity
- University Libraries is exploring new credit-bearing opportunities for studying diversity

Betty Schmitz

## PRESENTATIONS LARGE GROUP Q&A

University of Washington Center for Institutional Change

### Retreat.....from Functional to Fun

Functional - contributing to and advancing the purposes of the unit

Full participation – administration, faculty, staff and students....the community

*Focused* – specific subject with expected outcomes

Facilitated – a neutral and effective facilitator can keep things moving

Follow-up - pre-work and follow up tasks and reminders of what has been accomplished

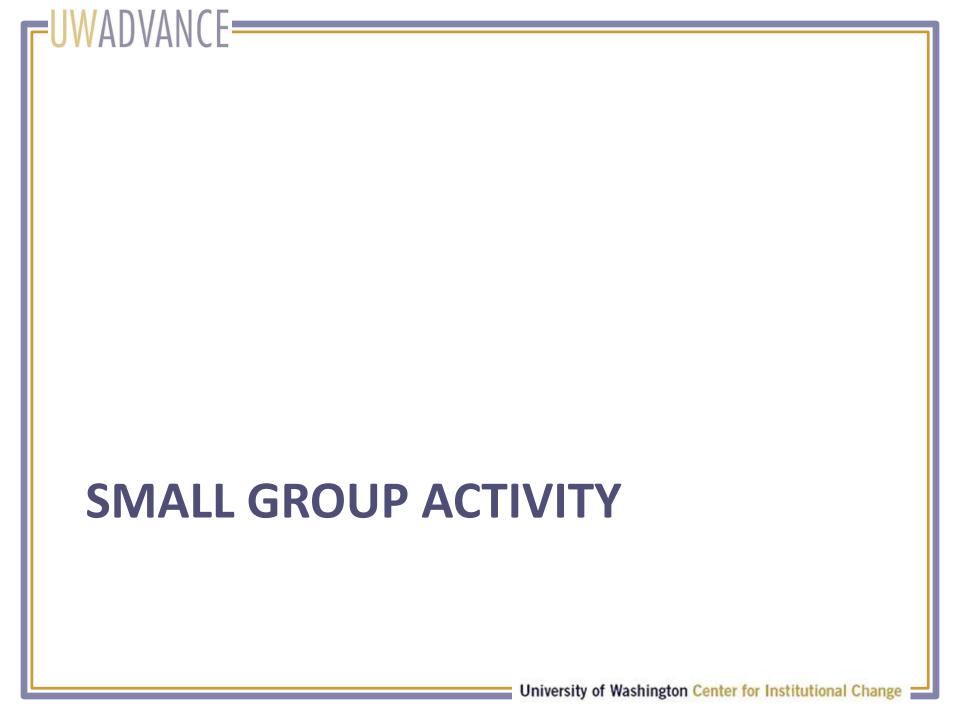
Far away – or at least far enough so that it is inconvenient to go back to the office

**Food** – keep the energy levels up and provide a hearty reception at the conclusion

Fun – an exercise where you discover something new about your colleagues



- 1. Leave campus!
- 2. Use retreats to seek and build consensus on strategically important, potentially contentious issues (e.g., faculty hiring, research priorities, teaching assignments, space)
- 3. Develop a structure that gives everyone a voice
- **4. Follow through** (circulate a retreat summary with action items, point back to retreat when taking action later)





### **Brainstorm Session**

 What topic(s) work well at retreats?

make a list of suggestions for faculty retreat topics

 What topic(s) do not work well at retreats?

Cause unnecessary conflicts?

