

University of California, Merced

Expansion of Department and Graduate Group Chair Training on Prevention of Sexual Harassment and Gender Discrimination

This Action Applies to Rubric Item(s): 3, 4, 5, 8, & 16

Description of Work:

1. The purpose and goals of what you did or what you are doing, and how you did it.

The Vice Provost for Faculty Office and the Graduate Division hold regular meetings during the academic year with Department Chairs and Graduate Group Chairs, respectively. Department Chair meetings are facilitated by Vice Provost for the Faculty (Matlock) and Graduate Group meetings are facilitated by the Vice Provost & Dean of Graduate Education (Kello). These meetings offer an opportunity for Chairs to network, to discuss or be made aware of policies and procedures, to be notified of upcoming deadlines and events, and to discuss any concerns that arise over the course of the academic year. These meetings may also include a training or workshop component on a relevant topic of interest.

To expand department and graduate group chair training on prevention of sexual harassment and gender discrimination, we propose to use these existing, regularly scheduled meetings to introduce SVSH workshops/trainings, resources, and materials, to chairs. We also propose to leverage existing (or enhanced) trainings and workshops that have already been developed by various campus units, such as the CARE Office, the Office for the Prevention of Harassment and Discrimination, and Human Resources, to accomplish this goal. In other words, we will offer facilitated SVSH workshops to Chairs at their regularly scheduled meetings; specifically, we will bring to these meetings two trainings per semester on SVSH or SVSH-related topics (see Appendix A for a list of potential topics).

2. How it is consistent with the findings and recommendations of the 2018 NASEM report (as outlined within the Rubric).

Training will include skill development, bystander intervention, audience-specific education, reinforcement of shared community values, and addressing other problematic behaviors in addition to gender discrimination, including bullying and incivility. Training will include local implementation of the new DOE rules that apply to students, staff and faculty and will emphasize the importance of prevention and early detection/resolution of sexual harassment

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and gender discrimination given that the new rules may affect reporting and adjudication of formal complaints. Trainings will help chairs to see that they have a responsibility for the climate within their department/program, while also becoming more aware of tools and resources at their disposal to improve climate.

3. The current status of the work: in the process of finalizing a plan/action, currently being implemented, or implemented.

Preliminary planning is underway in the VPF Office. VPF Office will take the lead and will meet with VP/Dean Kello at Graduate Division to introduce proposal and discuss implementation. VPF Office anticipates launching proposal this Fall 2020.

4. How this work is either:

- New for your organization (created, implemented, or revised since 04/10/19); or
- New or uncommon for higher ed space (created, implemented, or revised since 04/10/17)

The proposal identifies a new program of delivery for SVSH training by leveraging existing trainings and bringing them into regularly scheduled Chairs' meetings. They also draw on the experiences and insights of the new Graduate Academic Counselor, a position which has been in place for about 9 months.

5. Plans to evaluate the work and/or evaluation results or impacts of the work.

1) Existing trainings often include a short survey to assess and evaluate impact; these will be conducted following Chairs' trainings and analyzed by respective unit, 2) Chairs will also be asked for their feedback on trainings and suggested improvements, and 3) Impact and reach will also be assessed by recording attendance of Chairs at workshops.

6. How you involve or are involving stakeholders in the plans and/or work.

The office of the VPF and the Graduate Division often have discussions about faculty/graduate student issues. We also discuss and collaborate with other campus stakeholders such as OPHD (regarding Title VII/IX, CARE/Ombuds, HR if it is a staff, etc.

7. What you envision the next steps for this work to be.

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Next steps would be awareness, prevention, deterrence, more collaboration, and more resources to ensure sustainability.

8. Link to more information about the effort and/or contact information for someone to learn more.

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