You get it

Your recommendations
Shining the lantern in hiring

• Takes leadership, persistence, help from administration - extra resources
• Invite more women to interview
  – Appropriate questions / equal treatment
• disaggregate criteria – list different assets
  – discuss ahead of time – more likely to be objective
• Have candidates meet with variety of people
  – Graduate students
  – Women inside / outside dept
• Be receptive to two-body opportunities
• Try to jump early – follow career
Enabling faculty to reach their aspirations

• Accountability and reward structure
  – Needs to be valued
  – Explicitly part of evaluation

• All faculty
  – Formal program
  – Expectation of all senior faculty

• Train faculty in mentoring
  – Cross cultural and cross gender issues
Global Warming

- Celebrate successes - uniformly
- Talk to faculty on their own ground (visit their offices, open door policy)
- Junior faculty committee – strength in numbers and anonymity
- Nominate broadly for awards (build from smaller awards to larger ones)
- Call people on their behaviors/ “zero tolerance”
Life happens

• People friendly environment
  – Energy conscious
• Appreciation of multiple dimensions
• Establish policies/procedures
  – Make known
  – Support use of leaves etc
• Primary care giver accommodations for grad students and postdocs
Miss/Mrs/Ms/Dr/Maam

• Be Aware of subtle biases
• Code of conduct/Professional Behavior
  – Staff treat all faculty similarly
  – Faculty treat all staff fairly
  – Students should be treated with respect (faculty don’t own students)
• Ensure everyone’s work get done
  – Establish clear procedures
  – Establish way to set priorities
Great things come in Small Packages

- On-site childcare
- Sick child care/emergency care
  - Financial support?
  - Options/arrangements
- Childcare at meetings/travel
- Kid-safe spaces at work
Herding cats

- Transparency / communication
  - Openness is key to good governance
- Chair training for running meetings
  - Important stuff first
  - Chair’s responsibility to set tone
  - Chair needs to keep meeting on track
- Clear expectations
- Resolve conflicts expediently and at lowest level possible
- Protect junior faculty from politics
“Insanity: doing the same thing over and over again and expecting different results.”

Albert Einstein