Improving Departmental Climate through Evidence-Based Practices

Blanca Lupiani
Interim Dean of Faculties
Campus Climate Initiatives

1. Vice President and Associate Provost for Diversity (VPAPD)
   a) Diversity Plan
   b) Seed Grants

2. Climate Surveys
   a) Dean of Faculties
   b) OGAPS
   c) Student Life
   d) Human Resources

3. Department Head Professional Development
   a) Dean of Faculties
   b) OVPAPD
   c) ADVANCE

4. Other ADVANCE Initiatives
   a) Student performances to improve climate
   b) Faculty-Staff Climate Improvement Teams (FASIT)

5. Climate Matters Conference

6. Faculty Senate Workplace, Climate, and Diversity Committee

7. College/Department Climate and Inclusion Committees

Vision 2020
President Young’s vision
State of Texas Higher Education Plan
National Academies

Aligned with
What are we doing today?

Workshop planned by DOF, ADVANCE, Robin Autenrieth (Civil Engineering), and Sorin Sorescu (Finance)

1. Provide an evidence-based framework for improving workplace climate
2. Apply the framework using Case Studies
3. Break
4. Problem solving with framework
5. Departmental Climate Reports
6. Closing Comments