

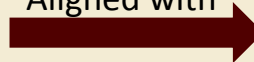
# **Improving Departmental Climate through Evidence-Based Practices**

**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

Aligned with



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

# 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

