

Dean of Faculties & ADVANCE LEAD Program
FACILITATOR'S AGENDA
Improving Workplace Climate through Evidence-Based Practices
January 13, 2016 | 8:00AM - 12PM

Time	Topic	Description	Notes	Facilitator	Materials
8:00AM-8:10AM	Ice Breaker	At your table, discuss your perspective on workplace climate at TAMU			
8:10AM-8:20AM	Introduction	<ul style="list-style-type: none"> • TAMU Climate Improvement Efforts <ul style="list-style-type: none"> ○ University Diversity Plan ○ Climate Matters Conference ○ ADVANCE Activities ○ Campus Climate Surveys (Fac, Staff, Stu) • What will we do today? 	These efforts are aligned with President Young's vision as well as the NSF/NIH/ National Academies.	Lupiani	Climate improvement initiatives in folders
8:20AM-8:50AM	Evidence-based Framework	<ul style="list-style-type: none"> • Why do we care about climate? What do we gain? <ul style="list-style-type: none"> ○ Benefits to employee/org • PHW <ul style="list-style-type: none"> ○ Define PHW and 5 practices 	Point out WLB policies and PHW Info Sheet located in folders	Miner	Slides, projector, laptop; WLB materials and PHW Info Sheet in folders
8:50AM-9:50AM	Illustrate PHW Practices	Activity: 5 Case Studies	2 case studies/table (4 tables/case study); 30 mins table discussion 30 mins group discussion	Autenrieth Sorescu	Giant Post-Its, markers Case Studies
9:50AM-10:00AM	Networking Break				
10:00AM-11:00AM	Strategies for utilizing PHW framework	Activity: Sounding Board In groups, discuss ways to improve one PHW practice of concern. Each person selects a practice of concern, shares for 2 minutes, then group spends 8 minutes brainstorming ways to improve it; each person in group gets a turn.	At end of session, process activity. Thoughts or insights?	Autenrieth Sorescu	
11:00AM-11:45AM	Faculty Climate Data	<ul style="list-style-type: none"> • Walk participants through report - KM • Share how using departmental report - SS • Share how useful longtdnl. data will be - RA 	Miner to discuss Climate Survey Response Rates over time	Miner Sorescu Autenrieth	PHW Departmental/College Climate Reports
11:45AM-12:00PM	Announcements/ Evaluation	<ul style="list-style-type: none"> • PHW Practice: Work-Life Balance <ul style="list-style-type: none"> ○ Dual Career Questions • Engaging the data: Are we ADVANCE-ing? 	10 mins Q&A for Dual-Career; 5 mins on ADVANCE Event	Lupiani Kaunas	Engaging the Data Flyer