

Upper Midwest Higher Education Recruitment Consortium (UMW HERC)

Fall 2017 Professional Development Opportunities



Membership Meeting

“Leveraging Diversity: The Department Chairs’ Transformative Role”

Friday, November 17th, 2017, 9:30 a.m.-3:00 p.m.

St. Catherine University

Rauenhorst Ballroom, 2004 Randolph Avenue, St. Paul, MN

Registration 9:30-10:00, Education Session 10:00-3:00 (Lunch 12:00-1:00)

Department chairs are uniquely positioned to impact diversity progress in higher education. As the nexus between faculty and administration, chairs make more than 80 percent of academic decisions. Their influence is key in recruitment and hiring, curricular content, promotion and tenure, and creating welcoming classroom and departmental environments. The importance of partnering with department chairs in the leadership of diversity and inclusion efforts is critical to institutional success. “Leveraging Diversity: The Department Chairs’ Transformative Role,” will be a highly interactive seminar focusing on concrete research-based approaches and strategies to strengthen diversity leadership in the academic department in alignment with institutional mission and goals.

Lead by **Dr. Edna Chun**, the seminar will draw on the research findings of her and Alvin Evans’ book, *The Department Chair as Transformative Leader: Building Inclusive Learning Environments in Higher Education* (Stylus, 2015), to share best practices and models that illuminate how administrators, diversity officers, and HR leaders can work collaboratively with chairs in building diversity in the academic department. The seminar will highlight the challenges faced by chairs from non-dominant groups, including female, minority, and lesbian/gay/transgendered individuals who serve in predominantly white institutions. Through experiential exercises, it will explore proactive approaches to building more inclusive departmental cultures and overcoming diversity resistance. Following Dr. Chun’s seminar, a panel of departmental chairs will discuss strategies at their institutions for strengthening diversity in the academic department.

Edna B. Chun, D.M., is an educational leader and award-winning author with more than two decades of strategic leadership experience in higher education. Dr. Chun’s work and publications focus on talent practices that build organizational capacity. She advises higher educational leaders and boards on strategic diversity and human resources planning and transformation, organizational design, faculty and administrative compensation, total rewards strategy, and leadership and workforce development.

[Register](#) by **November 3rd**. Preregistration is appreciated, but not required. Attendees will be responsible for their own lunch and are welcome to dine in St. Catherine’s cafeteria. [Campus map](#). Parking: O’Shaughnessy Lot (SE corner of campus). Please park in this lot.

Scholarships to help interested HERC members and prospective members attend membership meetings are available through UMW HERC. Representatives from institutions in the Lake Superior, Lakes and Valley, Mississippi Valley, and Southern Prairie sub-regions are eligible to apply for these scholarships. To receive scholarship information, send an e-mail to umwherc@umn.edu.

All faculty and staff at UMW HERC colleges and universities are welcome to attend this free event.



Webinar

“Unconscious Bias in the Search Process”

Thursday, November 30th, 11:00 a.m.-12:00 p.m.

<https://attendee.gotowebinar.com/register/3802629463217460226>

Colleges and universities across the Upper Midwest are working to increase the diversity of their faculty and staff. Fair and inclusive search processes are an important key, and minimizing the effects of unconscious bias can ensure that hiring supervisors and search committees have a broad and diverse pool of well-qualified candidates. Join us to review online search committee training created by the University of Minnesota and Minnesota State colleges and universities.

Presenters: Dee Ann Bonebright, Director of Systemwide Training, Minnesota State Colleges and Universities, Renee Hogoboom, Associate Director for Diversity and Equity, Minnesota State Colleges and Universities, and Jerilyn Veldof, Organization Development Associate, University of Minnesota

Questions? Contact Mary Everley, Director, UMW HERC, 612-626-0775, umwherc@umn.edu