*Review the following Climate scenarios and select the correct answers based on the insight gained from the Increasing Women in Neuroscience course. Questions adapted from the Stewardship Workgroup of the University of Arizona ADVANCE program.*

**Recognition:** https://www.surveymonkey.com/r/SQCVJ2X

The following interaction takes place at a faculty meeting:

> **Maria:** I think we need a mentoring program for our grad students; it's been demonstrated to reduce time to degree.

> **Paul:** We tried that a few years ago and it was a big waste of time.

> **Peter:** I've been grad director for 12 years, so our last effort must have been before my time, but I agree these things can consume a lot of time with little reward.

> **John:** While I wasn't directly involved, we did that in my last department and it worked really well. We saw retention rates go through the roof.

> **Paul:** John raises some good points. And Peter, we've been discussing the fact that our student retention rates are too low. Maybe we should listen to John because he brings expertise to the table.

> **John:** I'd be happy to work up a plan if you'd like.

> **Peter:** It seems to me that you're busy enough so why don't you give the details of what you did at Penn to Maria and let her write it up. Can you get it to me in two weeks? If it looks good, I'll present it during our next department meeting.

What factors could help ensure that Maria (the woman who proposed the mentoring program) gets the credit for the mentoring program and not just the responsibility? (Check all that apply)

A. Peter should acknowledge the value of Maria's contribution and recommend that Maria and John work together on building the mentoring program.

B. Maria will ask peter if she can be involved in the planning of the program to add another perspective.

C. Peter should assure Maria in a separate conversation that her idea was valuable and allow John to lead since he has tried a similar program in his department.

D. John can share the successes of the mentoring program in his department and ask for a diverse group of faculty to assist in building the new mentoring program.

E. The department should not invest faculty time on mentoring.

A and D are correct. Peter, the Graduate Program Chair, should recognize Maria's contribution to the idea of a graduate student mentoring program (eliminate bias in perception of credit due to Maria). Both John and Maria should be involved in the design and implementation of the plan. Climate in the department should reflect the collective values and voices of the faculty.

Program goals and tactics should be developed collaboratively with leadership, faculty, and students to ensure that everyone has a voice in developing the process. Once the program is fleshed out, it's goals and mechanisms should be made clear to all stakeholders, and both mentors and mentees should treat this as an integral, important program that is critical to success of the department.

**Retention:** https://www.surveymonkey.com/r/ST2XVNH

Your institution has adopted a strategic goal of increasing gender diversity among faculty which will include items such as salary parity and equal start-up packages for men and women.

As department chair, what are some things you could do to supplement the institution's actions to increase retention of female faculty? (Check all that apply)

     A. Invite more women to join committees, regardless of whether you intend to have them play meaningful roles.

     B. Ensure that all department-wide meeting are scheduled at times that do not conflict with hours at which stakeholders with evening family-care responsibilities might be unavailable.

     C. Create a women's working group, open to all, that talks about pathways to career success for women and strategies for overcoming obstacles along those pathways.

     D. Make sure there is at least one woman's name on every grant proposal submitted by the department.

B and C are correct. Efforts to increase diversity in departments must be supported both by senior leadership and on the ground programs that address faculty's real-life issues. Evaluate the equity of resource allocation in the department and ensure that all faculty have equal access to departmental shared equipment and/or research funds. Ensure a diverse group of stakeholders are involved in department committee and policy-making groups and that there is equitable distribution of committee responsibilities.

**Participation:** https://www.surveymonkey.com/r/S33CZM8

Janet, an assistant professor, has been asked by Mark and Tom to join a team submitting a grant proposal that has a required component on faculty and/or student diversity. They tell her that they really need her to be part of the team to legitimate the proposal. When she asks when they will meet next, Mark replies that he just needs her CV and asks if she can work on the logistics of the site visit with the department admin, and that she won't need to attend any meetings. She asks about the budget and Mark replies that he is working that out with Tom. Janet is feeling that something is amiss.

What are the most important things the group could do to make Janet feel more included in the process? (Check all that apply)

A. Schedule meetings only during times the entire team is available.

B. Privately assure Janet that her input is highly valued and will be treated as an important component of the final proposal.

C. Include all team members in all communications about the proposal and allow any team member to provide feedback about any aspect of the proposal.

D. Let Janet know that once the proposal is complete, she will be given full credit for all of her contributions.

E. Invite all team members, including Janet, to all proposal team meetings.

A, C, and E are correct. If women or diverse participants are asked to be part of a research proposal, they need to be active participants and contributors. It is important for all members of any team to understand their value to the project and feel included in all key project components. All team members need to know what's going on and must be asked for feedback. Regular briefings need to include anything that could affect the project and should allow team members to provide observations or ideas. Communicate any changes that are happening in the business before they happen, and how this might affect them. Conduct regular status meeting and make sure that all meetings are scheduled at a time that is convenient for everyone on the team.