

**FSLI Encore Pre-Conference Leadership Seminar  
Marriott Wardman Park Washington DC  
November 11, 2017**

The pre-conference seminar of FSLI Encore was held on November 11<sup>th</sup>, 2017 at the Marriott Wardman Park, Washington DC prior to the APLU Annual Meeting. The seminar, “*Strategies for Building and Maintaining a Diverse Workplace Culture*” began at 8:30 am with a



welcome and introductions from Cynda Clary, Oklahoma State University, who introduced the rest of the Cohort 11 planning team; Jenna Anding, Texas A & M, Mark Balschweid, University of Nebraska-Lincoln, and Gretchen Neisler, Michigan State.

Mark Balschweid introduced the next session’s facilitator Carlos Risco, Department Chair of Large Animal Clinical Sciences, University of Florida. Carlos facilitated the next panel discussion on “The Role of Administrative Leadership “



Represented on the Panel were:

- Jay Akridge, Interim Provost, Purdue University
- Walter Hill, Dean, College of Agriculture Environment and Nutrition Sciences, Tuskegee University
- Lisa Guion Jones, Associate Provost for Strategy and Special Assistant to the President, University of Central Florida

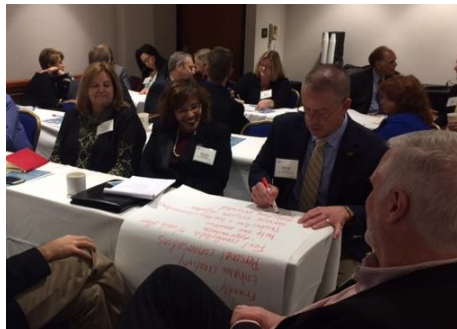
Carlos Risco directed the panel to discuss the central point as not simply talking about embracing cultural differences but addressing inequities in education and the world of work based on race, ethnicity, gender, socio economic background, sexual orientation.

The discussion was very thorough from the definition of diversity to who is privileged and how we address inequalities to the challenges they as administrators face to expand diversity.

Julie Wilson, Program Manager, College of Agriculture and Life Sciences, Texas A & M University presented next on “Organizational Climate: How to Assess it, Improve it, and Maintain it.” She offered some questions for the group to think about and information for them to



consider on the role of climate and how it impacts recruitment and retention. She gave them some statistics on what the research says. Then she went over some methods for assessing department climate, and what to do with the information. Lastly, she gave them a case study for them to discuss in smaller groups.



The group continued the discussion over lunch with table topic questions. When the group returned Mark Balshweid facilitated a reporting out from the lunch discussion topics.





Gretchen Neisler, Michigan State University introduced Kelly Millenbach, Michigan State University who presented on “The Role of the Faculty Search Process”. She gave examples of what Michigan State

is doing to help foster a culture of inclusion especially in their recruiting strategies.

