From Amy Walker to Everyone:
The study focused on AA students. What do you feel are the similarities and differences for other URM groups and in other science/engineering disciplines?

From Paula to Everyone:
Are numbers/comments different for astronomy majors versus physics majors?

From Bo Hammer to Everyone:
The report has some comparative data and aip.org Statistical Research Center has comprehensive data. The report does not go into detail about the differences among different URM groups, nor does it speculate on those differences. The report is based on data from African American students (survey, interviews, site visits). Refer to aip.org/statistics for data on women & minorities in physics and astronomy.

From Arlene Modeste Knowles to Everyone:
I would also recommend reviewing Appendix 1 in the report where there are some graphs that show some comparator data with physics, astronomy, chemistry, earth sciences, and all physical sciences and engineering.

From Susan Avery to Everyone:
Were there any differences in the student response between male and female students?

From Bruce Curran to Everyone:
dap, dap, dap, ...

From Sylvester Gates to Everyone:
Great review.

From Arlene Modeste Knowles to Everyone:
Also, AA representation in physics is about 4%, in astronomy, it’s about 1.9% but these are representative of very small numbers, i.e., 5-10 students in astronomy

From Arlene Modeste Knowles to Everyone:
Susan, Women were more likely than men to double major in physics and astrophysics than men. Women reported fewer faculty interactions where faculty affirm their ability to do physics and encourage their class participation. Also women report less frequency in approaching faculty, and lower levels of self-efficacy

From Michael Moloney to Everyone:
As Ed has been talking to members of our community about culture change,... where has been the greatest challenge with getting ideas of culture change to resonate with faculty?

From Amy Walker to Everyone:
@Michael M: Often it’s faculty feeling like they don’t have time to make changes. They’re too busy already. There’s a lot of faculty stress at many schools....

From EdBFZosStAHWbFPbBbkw== to Everyone:
Are social scientists involved in this change process and if so how? Particularly are they interacting with faculty/society members?

From Beth Cunningham to Everyone:
@ Amy Walker. It will now be even more stressful with the economic challenges universities will be facing in the current situation.

From Sylvester Gates to Everyone:
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From Sylvester Gates to Everyone:
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From EdBFZosStAHWbFPbBbkw== to Everyone:
@Sylvester...great question!!

From Arlene Modeste Knowles to Everyone:
I will save some of your questions for the full panel session

From csr - Chick Woodward to Everyone:
social media is a complex environment to carry out difficult discussion that require deliberate and measured actions ... this is one of the issues that complicated Meg's and the AAS's responses (and many organizations have had to deal with).
From cew - Chick Woodward to Everyone:

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From Ed Bettisgender to Everyone:

AAS has many great examples of shared leadership!

From Sylvester Gates to Everyone:

The leadership example that Meg and her organization provided and that she described around ethics was/is incredibly important far beyond issues of DEI. There are implications for the norms of physicists (and all scientists) with regards to transparency, conflict of interest, conflict of commitment, etc. I applaud you Meg!

From cew - Chick Woodward to Everyone:

We all own it is an important statement to understand.

From dobins to Everyone:

@meg often, bias is folded into arguments related to "scientific merit." In other words, bias is disguised using "scientific merit" as the basis. Should the statement on your last slide be somewhat stronger?

From Tyrone Porter to Everyone:

@chick...we all own it is one philosophy that clearly is not understood or embraced. Along with being accountable for one's actions beyond scholarly endeavors.

From Ed Bettisgender to Everyone:

Serving as a university-wide DEI officer showed me how important professional societies are: the culture in different professions varies widely, yet physicists on the West Coast or Asia have a common culture that differs enormously from mathematicians.

From Sylvester Gates to Everyone:

I agree, Edmund. The "meta-culture" of physicist is remarkably uniform from my observation.

I remind me of the CMB in that regard.

From Bo Himmmer to Everyone:

Susan E: Your comments on data should also include qualitative data, right? In other words, as we did in TEAM UP, faculty and administrators should listen to what their students and faculty "say", not just data from surveys or outcomes data.

From dobins to Everyone:

Applause!

From Kelly Schultz to Everyone:

For smaller societies, does AIP provide resources for reporting at meeting or how can this be set up?

From Rachel live to Everyone:

Susan, do you have any specific ideas about how professional societies can work with universities to effect the kind of systemic change you're talking about?

From Michael Moloney to Everyone:

@meg... is there a secret sauce that explains why astronomy has been successful in adopting a sense of shared leadership which has been so successful, for instance in improving gender diversity?

From Me to Everyone:

Reminder that copies of all the talks are available at the Assembly website: https://www.aip.org/aip/assembly

Hot link: https://www.aip.org/aip/assembly

From cew - Chick Woodward to Everyone:

Statement of value and trust is key and trying to be proactive.

From Faith Morrison to Everyone:

How can this whole shared leadership idea be brought to an institution?

From Michael Moloney to Everyone:

@Susan have you seen an example of a society in biology or elsewhere that has demonstrated impactful leadership in developing shared leadership in their community?

From Tyrone Porter to Everyone:

@Meg...Twitter be gone...Amen!!

From Ed Bettisgender to Everyone:

@Faith That's the long-term goal. As an initial step, start with individual departments. For example, https://www.aps.org/programs/innovation/fund/idea.cfm

Hot link: https://www.aps.org/programs/innovation/fund/idea.cfm

From Sylvester Gates to Everyone:

Meg, thank you for your review about the experience with twitter you had as a professional organization leader.

From Me to Everyone:

I'll post the references that Susan mentioned on the Assembly website.

From Sylvester Gates to Everyone:

Liz, is it possible for there to be a post session email that contains all the links that have appeared in the chats?
From Bo Hammer to Everyone:
@Meg: But size shouldn’t be an excuse not to drive change. AGU is big and they have done some amazing things.

From Tyrone Porter to Everyone:
Are social scientists invited to meetings or departments/programs to assist in re-orienting people’s mindset/perspective? Are people willing to recognize they can continue to improve/grow?

From Sylvester Gates to Everyone:
Meg, Equity v. Excellence is something I agree is at the root of much of the resistance to change in academia. See my 1995 essay with that very title.

From ceow - Chuck Woodward to Everyone:
@Sylvester pls. send link

From John Mayes to Everyone:
Q: to all speakers, what role does emotional intelligence play in all you’ve been working on? Great presentations.

From Me to Everyone:
RE: Jim’s request: We will work on sharing the links out.

From Frank Grazz (co-host) to Everyone:
@Sylvester, is this the article? https://www.the-scientist.com/opinion-old/equity-vs-excellence-a-false-dichotomy-in-science-and-society-58436

From Tyrone Porter to Everyone:
I keep hearing this concept of accountability raise its ugly head

From Susan Avery to Everyone:
It is heartening to hear this discussion about systems. Shared leadership requires system thinking. Tackling problems requires system thinking. Yet the university delivers education and research without much understanding of systems. We don’t teach systems (except perhaps for those who are studying ecosystems). How do we move intellectually towards more systems thinking and studies?

From Sylvester Gates to Everyone:
Mary, Carl Wieman could not agree more with that sentiment about systems design as I have heard him say variants of it on a number of occasions.

From Ed Bertchinger to Everyone:
@Tyrone Yes, and it’s linked to Leadership
Re Emotional Intelligence and leadership: I highly recommend Primal Leadership by Goleman, Boyatzis, and McKeen

From Erika Brown to everyone:
I have to run in a few minutes (need to get ready for another meeting). This has been great. I look forward to watching the rest of the discussion on the recording.
Wishing all of you good health and safety!

From Ruth Cunningham to Everyone:
Take care. Erik!

From Rachel I have to Everyone:
@Susan Avery: social scientists also study systems. So we have colleagues there who can help.

From Sylvester Gates to Everyone:
It is not just engagement of social scientist in professional organizations. During my time on Pres. Obama’s PCAST we desperately appealed for their involvement in a number of our studies...but we were unsuccessful.

From John Mayes to Everyone:
thanks for the reference Ed.

From Tyrone Porter to Everyone:
we don’t think at a system-level because we are trained and told we need to be successful as individual researchers and leaders. At least as faculty.

From Ed Bertchinger to Everyone:
@Jim: why is that? Did the social scientists decline? Why?

From Sylvester Gates to Everyone:
Yes, they declined (never directly) and we never understood why.

From Paul Guinney to Everyone:

From Rachel I have to Everyone:
@Jim Gates and Ed B. Social scientists can be overly focused on their own pubs in journals natural scientists never see.
But there are some who will help as we’re discussing.

From Bo Hammer to Everyone:
Yes, @Rachel. The social scientists at UMD were essential contributors to TEAM-UP, in addition to those at AIP.
From Simone Hyatt-Adams to Everyone:
I also need to hop off for another call. Thanks for all of the talks and I look forward to hearing the recording of the rest of the discussion! I also echo Erika’s sentiments. Have a good rest of the day everyone.

From: evv - Chick Woodward to Everyone:
Deliberate engagement is a strategy that has to be deployed, as the passive conversation likely will not lead to a positive trajectory.

From Sylvester Gates to Everyone:
Rachel, are you saying the impedance is cultural? As I have experienced the culture of physics, involvement beyond the discipline is expected at an appropriate time and extent.

From Maria Ong to Everyone:
@Rachel I re your points. Physicists and social scientists often have different vocabularies, in addition to different reward systems to attend to these issues. When it works — as it largely has with TEAM-UP — it’s very rewarding.

From Sylvester Gates to Everyone:
Amen, Rachel. Amen.

From: evv - Chick Woodward to Everyone:
thanks to all the presenters and those on the chat...need to head off to the virtual classroom.

From Beth Cunningham to Everyone:
Even in a professional society, we need to take some systems approach to change.

From John Haynes to Everyone:
hopping off now. Great session. Thanks and take care.

From Rachel Ivey to Everyone:
@ Jim G. I think Mia deserves the amen. But I do think it’s cultural. Like Mia said, academic social scientists are not necessarily rewarded for interactions outside our disciplines.

From Sylvester Gates to Everyone:
TTTN folks. I need to leave now. Thanks to all for the GREAT comments and inputs.

From: debbs to Everyone:
@Ed Please type these references.

From Frank Graff (co-host) to Everyone:

From Ed Bechhoefer to Everyone:
Resonant leadership by Boyatzis and McKee, Primal Leadership by Goleman, Boyatzis, and McKee. Also, anything by Brené Brown, including her hugely popular Ted talk on Vulnerability.

From Be Hammet to Everyone:
Thank you, Mary. GREAT comments!!!!

From Me to Everyone:
Art. I promise to share all of the links shared in this chat with everyone, as well as any resources the speakers offer.

From Faith Morrison to Everyone:
I agree with Meg’s comments about the assessment of excellence and the presence of bias, unacknowledged.

From Beth Cunningham to Everyone:
AWS put together a great resource about awards.

From Brian Toby to Everyone:
I’d like to make a quick comment here.

From Faith Morrison to Everyone:
Yes, nominations are the bottleneck. But, even when you suggest, you find that the definitions of excellence are a problem as well.

From Catherine Royer to Everyone:
At the Biophysical Society, our committee on inclusion and diversity is tasked with soliciting nominations and organizing them.

From Paula to Everyone:
AAS allows self-nomination but they have to know that!

From Mike Graham to Everyone:
I agree with that comment about nominations as a bottleneck for awards.

From: debbs to Everyone:
Thank you, Meg, for addressing the meritocracy and scientific merit. It is indeed an implementation issue.

From Beth Cunningham to Everyone:
Here is the AWIS awards best practices link: https://awis-site-ym.com/page/Awards_Recognition/AWARDS--Recognition.htm

Hot links:

Hot link: https://awis-site-ym.com/page/Awards_Recs
From dobbs to Everyone:
Thank you, all speakers, for an excellent session!!!

From Tyrone Porter to Everyone:
This was an amazing session. Kind of feel like we need a follow-up session and discussion.

From Beth Cunningham to Everyone:
Take care and stay well, everyone!! It was great to see all of you (even if it wasn't in person).

From Marcia Isakson to Everyone:
Missed seeing everyone in person, but I think this worked great! Thanks!

From Arlene Mosel to Everyone:
Thank you, everyone, for your excellent questions and comments. It made the discussion very rich and useful.

From Me to Everyone:
Thanks for coming and for being so engaged! Stay healthy, everyone.

From Bridget D’Amelio to Everyone:
Thank you!