**Problem 1:**
Women and minorities are under-represented in science and engineering faculties

**Workshops for Search Committee Chairs**
- Run an effective and efficient search committee
- Recruit a diverse and excellent pool of candidates
- Raise awareness of unconscious assumptions and their influence on evaluation of candidates
- Ensure a fair and thorough review of candidates
- Develop and implement an effective interview process

**Intervention**
Create workshops based on concepts of active learning

**Problem 2:**
Women and minority faculty are more likely than men and majority faculty to feel excluded and isolated in their departments

**Workshops for Department Chairs**
- Discuss definitions of climate
- Consider department climate for various groups: faculty, academic staff, classified staff, students, and department members who differ from the majority
- Become aware of potential influence of unconscious bias and assumptions on climate
- Conduct a web-based survey to assess department climate
- Discuss the influence of leadership style, organizational structure, and methods of decision-making on climate