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### ***Physics and Graduate Program Reform at the University of Utah: From Tragedy to Policy Transformation***

**Abstract:** Many events can drive change but one hopes that a tragic event is not a primary motivator. Varied ideas about change regarding the graduate program circulated the Department of Physics and Astronomy at the University of Utah prior to 2017. But along with those ideas came resistance to change among the faculty, little sense of urgency, and an inability to settle or agree on the best course of action. However, when tragedy struck in the fall of 2017, change occurred at a much more rapid pace. In this talk we discuss the different aspects of the change process that transpired: spearheading events, decisions, departmental reaction, long-term impacts, challenges, guiding messages, and sense of community. One key finding we present is that, while policy change was widely implemented and accepted, there is still some resistance to cultural change within the department.

**Bio:** Ramón Barthelemy is a former Fulbright, U.S. Department of Education AAAS Science Policy Fellow and private sector consultant dedicated to equity and inclusion in physics and astronomy. Currently he is an assistant professor of physics and astronomy at the University of Utah and has written over \$1M in external grants. Dr. Barthelemy's work has included studying the experiences of women in graduate physics and astronomy, LGBT persistence in the field of physics, and the motivations of students to pursue physics in Finland. He was also the recent recipient of the American Association of Physics Teachers Early Career award and the Fulbright Finland Alumni award. He holds a bachelor's degree from Michigan State University and a PhD from Western Michigan University.