

Institutions Developing Excellence in Academic Leadership-National (IDEAL-N)

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Case Western Reserve University

STEM Gender Equality Congress

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Follow us on Twitter: @IDEAL-N

Purpose of IDEAL-N



Seed and institutionalize gender equity transformation at leading research universities by creating a learning community of academic leaders that is empowered to develop and leverage knowledge, skills, resources and networks to transform university cultures and enhance diversity and inclusion in STEM disciplines

IDEAL-N Objectives



- Objective 1: Create a learning community of academic leaders through a leadership enhancement program
- Objective 2: Catalyze customized institutional transformation at partner institutions through annual change initiatives
- Objective 3: Assemble the senior leadership of partner universities annually to share best practices, exchange national and institutional research, policies and practices, and discuss IDEAL-N change initiatives.
- Objective 4: Develop a gender equity index

IDEAL-N Structure



PI: Lynn Singer

Co-PIs: Diana Bilimoria and Deanne Snavely

Project Director: Heather Burton

Change Teams at 10 University Sites: consist of Co-Director, Change Leader, and Social Scientist

External Evaluator: Russ Olwell

Advisory Board: 4 members

IDEAL-N Personnel



Lynn Singer, PhD, Deputy Provost and Vice President for Academic Affairs; Professor of Environmental Health Sciences, Pediatrics, Psychiatry and Psychology, Case Western Reserve University



Diana Bilimoria, PhD, KeyBank Professor, Chair and Professor of Organizational Behavior, Case Western Reserve University



Deanne Snavely, PhD, Dean, College of Natural Sciences and Mathematics, Indiana University of Pennsylvania



Heather Burton, PhD, Project Director, Case Western Reserve University

Ohio Partner University Co-Directors



Bowling Green State University

Julie Matuga, PhD
Provost/Senior Vice President

Kent State University

Mandy J. Munro-Stasiuk, PhD
Associate Provost for Academic Affairs

Case Western Reserve University

Diana Bilimoria, PhD
KeyBank Professor, Chair &
Professor of Organizational Behavior

University of Akron

Lakeesha K. Ransom, PhD
Vice Provost & Dean of Honors
College

Cleveland State University

William Morgan, PhD
Vice Provost for Faculty Affairs

University of Toledo

Dorothea Sawicki, PhD
Vice Provost for Health Science Affairs
and University Accreditation

Pennsylvania Partner University Co-Directors



Carnegie Mellon University

Kathryn Roeder, PhD
Vice Provost for Faculty

Duquesne University

Alan Seadler, PhD
Associate Academic Vice President for Research

Indiana University of Pennsylvania

Laura Delbrugge, PhD
Vice President for Academic Affairs and a Professor of Foreign Languages

University of Pittsburgh

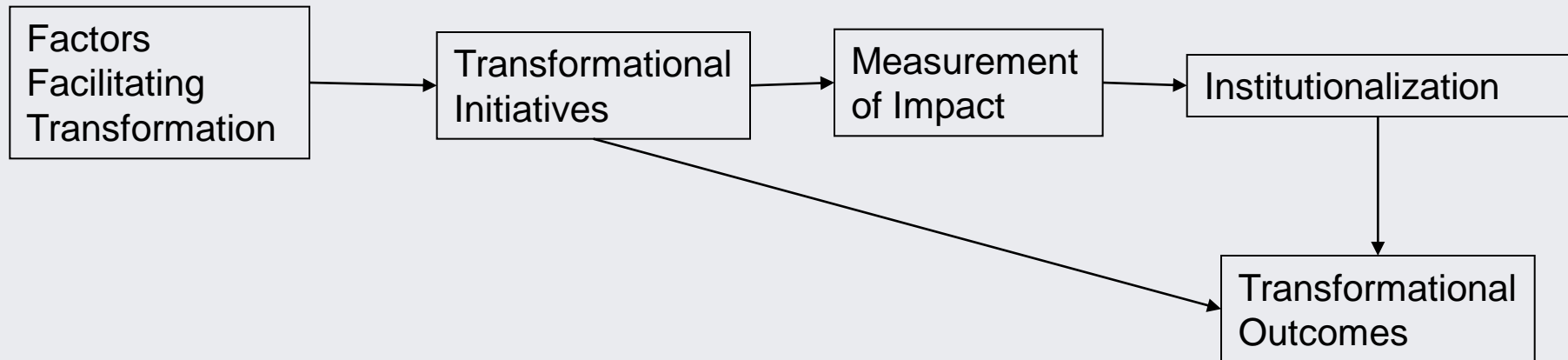
Laurie Kirsch, PhD
Vice Provost for Faculty Affairs, Development and Diversity

IDEAL-N Advisory Board



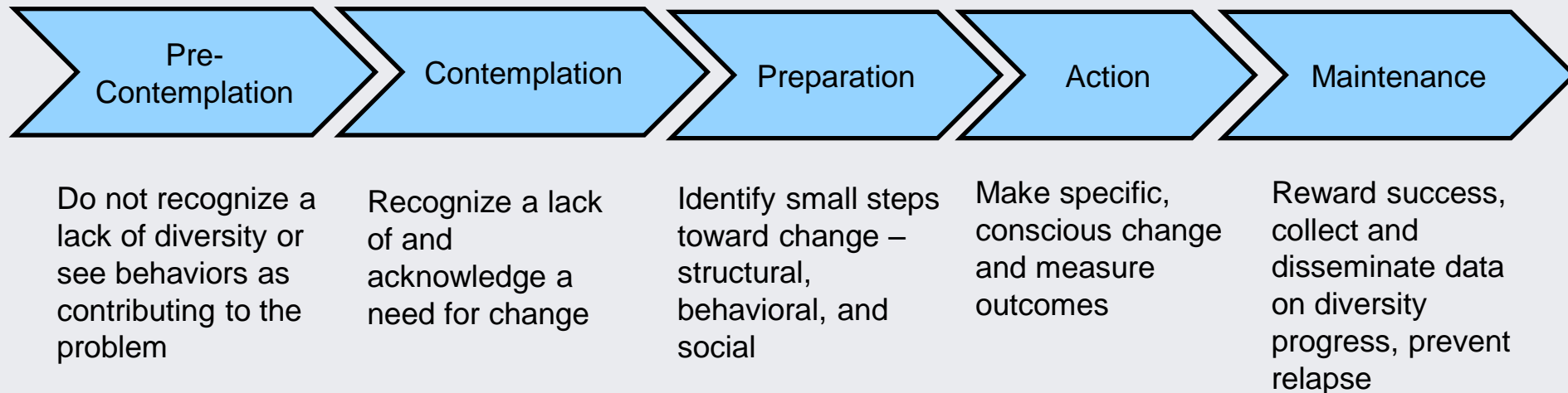
- **W. A. “Bud” Baeslack, PhD**, Provost, CWRU
- **Lev Gonick**, Chief Executive Officer, OneCommunity
- **Kelly Mack, PhD**, Vice President, Undergraduate STEM Education, Association of American Colleges and Universities, and Executive Director, Project Kaleidoscope
- **Abigail Stewart, PhD**, Sandra Schwartz Tangri Distinguished University Professor of Psychology and Women’s Studies, and Director, ADVANCE Program, University of Michigan

Underlying Institutional Transformation Model



Bilimoria & Liang, 2012, *Gender Equity in Science and Engineering: Advancing Change in Higher Education*

Stages of Change Model



Adapted from Carnes, Handelsman & Sheridan, 2005, *Journal of Women's Health*

Leadership Enhancement Program



- 3-4 half-day sessions every 2-3 months
- Conducted via teleconference
- Topics covered include:
 - STEM gender equity barriers
 - Lessons learned from ADVANCE IT
 - Developing a theme and vision of change
 - Competencies of leading change
 - Building alliances across campus
 - The variables for success in academic STEM
 - Maternity leave, pre-tenure clock extension, and other family friendly policies
 - Customizing and advancing each university's change project

Highlights of Partner University Change Projects



Institutional Transformation Theme:

“Building bridges: Creating Connections for the Next Generation of Faculty Leaders”

Institutional Transformation Vision:

To develop a supportive network of current and future faculty leaders to advance the careers of post-tenure faculty and create a cohort of institutional change agents. Our project will support mid-career women STEM faculty’s professional development and career advancement while creating a stronger culture of faculty leadership at BGSU.

Initiatives/Outcomes:

- Women’s Leadership Breakfast
- Network Mapping
- Cross-Campus Networking/Mentoring
- Cross-Universities Networking/Mentoring



Institutional Transformation Theme:
“Gender Equity through Improved Work-Life Balance”

Institutional Transformation Vision:

The continuing development of this relatively new public university (50 years old last year) will rest heavily on the quality of the STEM and other faculty it has recruited and retained. These will be faculty who are fully committed to gender equity policies and practices, including cutting-edge provisions for work-life balance.

Initiatives/Outcomes:

- Taskforce on Family Friendly Faculty Policies Subcommittees
 - Tenure Extension
 - Paternal Leave, FMLA, and Modified Duties
 - Work/Life Balance

Institutional Transformation Theme:

“Accelerating the Career and Leadership Advancement of Women and Underrepresented Minority (URM) Faculty in STEM”

Institutional Transformation Vision:

To increase the career and leadership advancement of women and URM faculty through collaborative support from all constituents involved in the academic process.

Initiatives/Outcomes:

- Forum for Women Faculty in Engineering
 - Improved Lactation Rooms
- Physics Dept.—diversity, equity and inclusion assessment and interventions
- Gender Equity Index
- Pathways to Academic Leadership Study
- Leadership development of Deans and Key Male Faculty
- Twitter Feed: @IDEAL-N



Institutional Transformation Theme:

“Building an inclusive community to avoid faculty isolation and improve faculty success.”

Institutional Transformation Vision:

Our vision is to create a distinctive Kent State Community that is conducive to faculty success. No single faculty member should ever feel isolated while at Kent State University.

Initiatives/Outcomes:

- Cross Campus Coaching/Mentoring Program
- Research on service loads of Associate Professor Vs. Full Professor
- Summer Academic Affairs Retreat focused on Faculty Success
 - Implicit bias awareness and stereotyping especially in the evaluation process
 - Mentoring
- Chairs Leadership Institute



Institutional Transformation Theme:

“Create a Climate for Successful Recruitment and Retention”

Institutional Transformation Vision:

To strengthen awareness, processes, and outcomes related to recruiting and retaining underrepresented ethnic and gender faculty in STEM disciplines.

Initiatives/Outcomes:

- Climate Survey on Departmental Culture

The University of Toledo



Institutional Transformation Theme:

“Creating and Maintaining a Climate for Successful Recruitment, Retention and Advancement”

Institutional Transformation Vision:

The University of Toledo will develop a thriving climate for successful recruitment, retention and advancement of women in STEM fields and be an institution continuously improving what it provides for support and mentoring, professional development, and resources to its faculty and students to enhance their success in careers in science, technology, engineering, mathematics and the medical sciences.

Initiatives/Outcomes:

- Climate Study, Focus Groups
- Mentoring Circles Workshops held in Collaboration with AWIS – UT
- NSF ADVANCE IT grant submitted: Retention, Recruitment and Advancement of Women and URM faculty in STEM.
- Created IDEAL-N Website
- Begin Twitter feed: @Utoledo_IDEALN
- Collaborative picnic with BGSU IDEAL-N and AWIS
- New Faculty Reception



Institutional Transformation Theme:

“Create a Climate for Successful Recruitment and Retention”

Institutional Transformation Vision:

To enhance the diversity of faculty at CMU by conducting better faculty searches.

Initiatives/Outcomes:

- Faculty Recruitment
 - Bias Buster Training
- Family-Friendly Policies
 - Established dual career support for new hires through the Vice-Provost for Faculty Office
 - Doubled university-affiliated child care capacity
 - Created an internal child care giving network (babysitting app)
- Women Faculty Executive Leadership Training



Institutional Transformation Theme:
“Equity in the Hiring Process and Compensation”

Institutional Transformation Vision:

Increase the numbers of female and minority faculty in the sciences to reflect the percentages of the population in general and increase salary compensation to match that of white male colleagues of similar rank.

Initiatives/Outcomes:

- Increase gender and minority diversity at faculty and administrative levels.
 - Changed boilerplate to better reflect ecumenical nature of University
 - Compared with peer religious institutions
- Advocate for gender and URM salary equity at the university
 - Obtained salary data
 - Consulted with partner universities
 - Consulted with Provost
- Presentation at Duquesne Women in Science Meeting-Feb. 9th, 2017
- Presentation at the Association for Women in Psychology Conference-March 4, 2017; Milwaukee, WI



Institutional Transformation Theme:

“Recruit, support, and advance employees (faculty and staff) by providing opportunities for professional development and smooth transitions creating a natural sciences and math community that embraces diversity and inclusion”

Institutional Transformation Vision:

The development of IUP’s ability to recruit, support, and advance employees (faculty and staff) by providing opportunities for professional development and smooth transitions will create a natural sciences and math community at IUP that embraces diversity and inclusion.

Initiatives/Outcomes:

- Reviewed results of Middle States Self-Study and IUP Campus Climate Survey to inform the advancement theme of IDEAL-N change project
- Developed and administered a survey to obtain new STEM Departmental data from women and minority faculty to understand current perceptions of barriers to promotion and opportunities for advancement



Institutional Transformation Theme:

“Building a culture that encourages and supports the professional development and career progression of mid-career women faculty at the University of Pittsburgh”

Institutional Transformation Vision:

The University of Pittsburgh will invest in resources and programs that foster an environment of encouragement and support to propel mid-career women faculty to their fullest potential.

Initiatives/Outcomes:

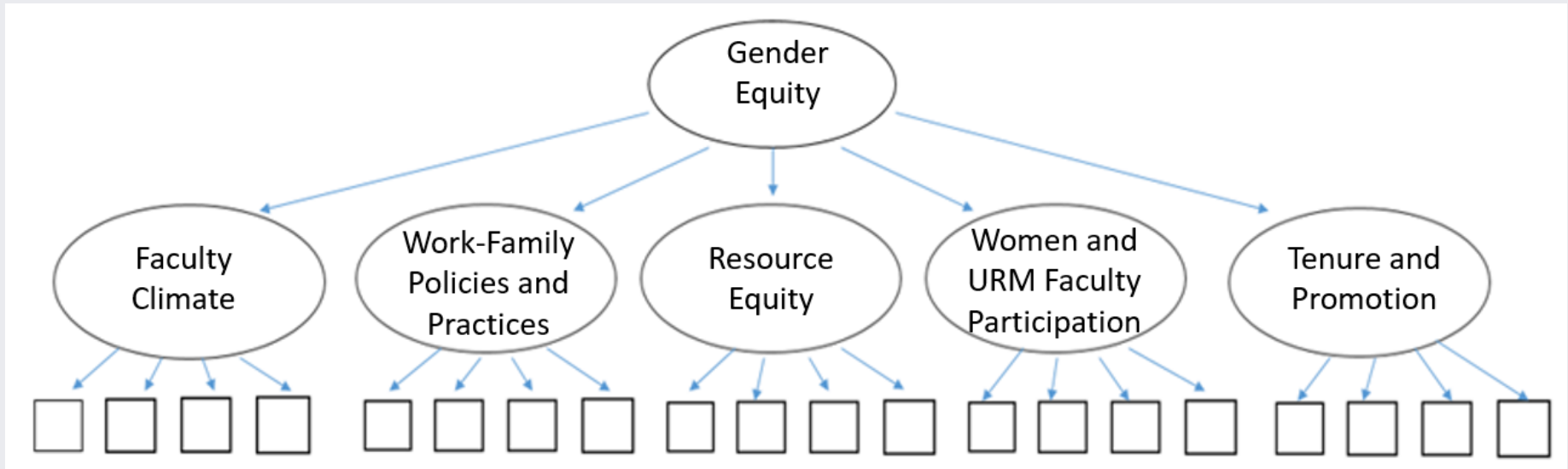
- Analysis of promotion patterns at the University
- COACHE survey of full-time faculty
- Focus groups of mid-career women faculty
- Expanding opportunities for networking, mentoring, and support for women faculty
 - Plans to launch *Center for Mentoring*
 - *Website Resources*
- Faculty Recruitment (Diversity Committees)
 - Implicit & Unconscious Bias workshop
- Celebration of Newly Promoted Women Faculty

2017 IDEAL-N Plenary Conference



- Keynote Address
Tamera R. Schneider, Ph.D., Program
Director, Social Psychology, National Science
Foundation
- Attended by IDEAL-N change teams, Provosts,
Deans, Department Chairs, and Key Faculty
- Presentations of change projects and outcomes

Gender Equity Index



Gender Equity Index – Display of Results



- **Within-campus comparisons**
 - Provide factor scores for each dimension
 - Provide a total score for the GEI
 - Allows for comparisons across years
- **Between-campus comparisons**
 - Explanation of factor scores as it compares to national averages
 - Option to compare against state averages and institutions of similar size
 - Allows for comparisons across the US for benchmarking purposes
- **Recommendations**
 - Provide recommendations for strengthening areas of weakness



Thank You!

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