Strategies for Institutionalization at Case Western Reserve University

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Academic Careers in Engineering and Science (ACES)

• NSF-ADVANCE grant at Case Western Reserve University is Academic Careers in Engineering and Science (ACES)
• Currently in year 4, entering year 5 fall 2007
• Engages 31 Science & Engineering departments in four schools: School of Medicine, College of Arts and Sciences, Weatherhead School of Management, and the Case School of Engineering
Major Initiatives, Multiple Levels

University Leadership

- Accountability of Deans
- Provost’s Annual Leadership Retreat
- Commitment of Senior Administrators

School and Department Level

- Search Committee Supports
- Departmental Initiative Grants
- Climate Change Committee

- New Structures, Policies & Procedures
- Faculty development for department chairs and women faculty in S&E depts.
- Distinguished lectureships

- Minority student pipeline
- Faculty Grants
- Hotline Coaching for Women faculty

Campus Level

- Student Gender Awareness
Strategies for Institutionalization
New Institutional Structures

- Flora Stone Mather Center for Women, 2003
- Ad hoc review committee in School of Medicine for faculty salary equity and climate concerns
- Faculty Diversity website & LGBT website
- Annual Faculty Exit Survey
- Faculty Satisfaction Survey
- On-campus childcare center (fundraising stage)
- New Faculty Orientation, expanded and interactive
- Provost Opportunity Fund for Strategic Hiring
- Work-Life Balance brochure for new faculty
Strategies for Institutionalization

New Policies

- Automatic Tenure Extension Policy
- Work Release Policy
- Partner Hiring Policy
- Domestic Partner Policy
- Mandatory review of candidate pool diversity by Deans
- Cultural Competency Awareness mandatory for new faculty within the first year of hire
- Consensual Relations Policy
- Non-Discrimination Statement goes beyond Ohio law for LGBT and includes gender expression and identity
- University Diversity Statement
- Deans and department chairs report diversity activities
Leadership Development Initiatives

- Annual Provost Leadership Retreat*
- Annual “Role of Senior Leadership” workshop*
- Department Chair development workshops
- Executive coaching provided to deans, associate deans, chairs and associate chairs
- Support for meeting facilitators, strategic planning, workshops
- Bi-annual university-wide chairs forum for leadership development*

* Institutionalized activity
ACES Activities in Departments

- Executive coaching for chairs & women faculty
- Mentoring for women faculty
- Networking events for all faculty (lunches, workshops, speakers, etc.)
- Educational workshops for departments
- Undergraduate/graduate student training*
- Faculty Search Committee support*

* Institutionalized activity
Mentoring Initiatives

- School-wide junior faculty peer mentoring lunches* funded by Dean (WSOM institutionalized, CSE pending)
- New faculty weekly lunches sponsored by Provost*
- Speed mentoring for graduate students and post-docs at the annual Research ShowCase*
- In review:
  - A Frances Payne Bolton School of Nursing Center Grant is incorporating a mentoring and scholarship core (P30 NIH grant) based on the ADVANCE model
  - Clinical and Translational Science Awards grant incorporates ADVANCE model of mentoring to increase interdisciplinary and gender diversity

* Institutionalized activity
Faculty Search Committee Supports

The Faculty Diversity Specialist offers the following tailored supports

Guidelines & Recruitment
- strategies to diversify the candidate pool; overview of the process, guidelines, and forms;

Evaluating the Candidate – Best Practices
- reducing subtle bias in evaluation; effective video interviewing

The Campus Visit
- customizing visits for women, underrepresented minorities
- meets with candidates about sensitive issues (day care, domestic partner benefits, partner hiring, etc.)
- provides information on relocation, arts/culture, schools, etc.

www.case.edu/president/aaction/aaeeo.html
Improved Pipeline - Summer Undergraduate Research for Minority Women

Objective:

• More minority women students in graduate school
• 10 weeks ongoing research with faculty mentor
• Faculty lectures, student poster presentation
• 21 students from 2004-2006 in 11 departments
• Institutionalized and expanded to accept minority men
Networking and Faculty Development

Biannual Faculty Development Lunches
Faculty Awards and Recognition
Annual Theatre Party
Department Chair Forums
Bryn Mawr Summer Institute for Women

Development Series
Mentoring, Management Style;
Working with Difficult People
Attracting/Retaining Junior Faculty;
Developing Influence and Power;
“Stepping up” as a Faculty Leader;
Emotional Intelligence in the Academy
Increasing Faculty Diversity and Positive Climate Change

- Ensured Institutional “Buy-in” with top/down bottom/up approach
- Facilitated cooperation and information dissemination between major committees
- Coordinated the development of core priorities
- Provided services
- Improved engagement/collegiality, especially where few women faculty and faculty of color are represented
- Increased the visibility of the accomplishments of women faculty and underrepresented faculty
- Empowered key change agents (faculty, chairs, deans)
Q & A