About the Consortium Partners

The LEADER Consortium is a partnership of four diverse institutions of higher education in the Dayton, Ohio region: Air Force Institute of Technology, Central State University, University of Dayton, and Wright State University. The cultural norms and institutional policies at our partner institutions are as diverse as our histories and demographics.

Air Force Institute of Technology (AFIT) — federal, 800 graduate students — traces its roots to the early days of powered flight. Today, AFIT is the Air Force’s graduate school of engineering and management and its key source of continuing education for technical professionals.

Central State University (CSU) — a historically Black college/university (HBCU), an open access institution, CSU emphasizes programs of importance to African American students, including STEM fields where minorities have traditionally been underrepresented.

University of Dayton (UD) — a private Catholic, 7,000 undergraduate/2,500 graduate students — is a Carnegie RU2 (Research: Doctoral) institution. UD is committed to transformative education, preparing students for lives of personal and civic responsibility. STEM units at the university reside in the College of Arts and Sciences and the School of Engineering.

Wright State University (WSU) — a public, doctoral, 14,500 undergraduate/3,500 graduate students — is a Carnegie RU1 (Research: Doctoral) public institution. WSU has Carnegie classification of RU2 with a mission to be a catalyst for educational excellence in the Miami Valley region with an emphasis on access to scholarship and learning. STEM units at Wright State reside in the Colleges of Science and Mathematics, Engineering and Computer Science, and the Boonshoft School of Medicine.

Specific Aims

The specific aims of the LEADER Consortium are:

a) To conduct a comparative analysis of climate for STEM women across the institutions and thereby identify best practices related to recruitment, retention, and advancement.

b) To initiate gender schema education and a campaign based on persuasion theory that will promote new norms of expectation and thereby facilitate implementation of those best practices.

c) To implement social contracts across the consortium that promote transparency and accountability for the transformation of the climate leading to recruitment, promotion and success of STEM women regionally.

STEM Landscape, 2007

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First-Year Successes and Challenges

SUCCESSES —

- Selected program director
- Developed roles and responsibilities of equity advisors
- Developed one-page fact sheet for faculty candidates
- Selected equity advisors
- Constituted internal steering committees
- Constituted council
- Developed website and logo
- Implemented professional support programs
- Hired graduate research assistants
- Obtained IRB approvals
- Conducted faculty interviews for current climate
- Designed and created climate surveys with SNAP software
- Implemented climate surveys
- Collected faculty data from partner institutions

CHALLENGES —

- Partner institutions do not collect faculty data in like manner
- Policies differ for state, private, and federal institutions
- Working within our academic schedules (semesters vs. quarters)

Year 02 Initiatives

- Conduct implicit bias workshops for deans and departmental chairs
- Evaluate the results of the climate surveys
- Develop institutional report cards
- Develop “life support” resources that are linked with regional resources for childcare, elder care and spousal placement
- Continue programming efforts to develop more workshops and identify STEM speakers as part of presidential/institutional speaker series at the partner institutions
- Create and advertise additional grant opportunities to STEM faculty across the partner institutions
- Establish mentoring and coaching programs

LEADER Consortium Leadership Team

Michelle Wheatley, Ph.D. (WSU) — Consortium Director and PI
Susan McGovern, B.S. (WSU) — Program Director
Makolin Daniel, Ph.D. (UD) — Institutional Coordinator and Substitute Co-PI
David Goldstein, Ph.D. (WSU) — Institutional Coordinator and Co-PI
Kimberly Kendricks, Ph.D. (CSU) — Institutional Coordinator and Co-PI
Heidi Reus, Ph.D. (AFIT) — Institutional Coordinator
Joseph Salba, Ph.D. (UD) — Co-PI
Tamera Schmoeckel, Ph.D. (WSU) — Researcher and Co-PI
Willie Houston, Ph.D. (CSU) — Equity Advisor Leader
Sharmila Mukhopadhyay, Ph.D. (WSU) — Internal Coordinator
Jayne Robinson, Ph.D. (UD) — Internal Coordinator
Juanita Werle-Einhorn, Ph.D. (WSU) — Internal Coordinator
Refa Xue, Ph.D. (WSU) — Graduate Research Assistant
Michelle Moore, B.S. (UD) — Graduate Research Assistant
Emily Polander, B.S. — Graduate Research Assistant
Rebecca Riffe, M.S. — Graduate Research Assistant