

LEADER Consortium

(Launching Equity in the Academy across the Dayton Entrepreneurial Region)

Air Force Institute of Technology • Central State University • University of Dayton • Wright State University



About the Consortium Partners

The LEADER Consortium is a partnership of four diverse institutions of higher education in the Dayton, Ohio, region: the 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) — public-minority serving, 2,000 undergraduate students — is a Carnegie Baccalaureate/Diverse 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) — private Catholic, 7,000 undergraduate/2,500 graduate students — is a Carnegie RU/H (high research) institution. UD was founded in 1850 by the Marianists and, today, is the largest private university in Ohio and a top ten Catholic 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) — public-doctoral, 14,500 undergraduate/3,500 graduate students — is a young, comprehensive public institution, established in 1967. WSU has a Carnegie classification of RU/H 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

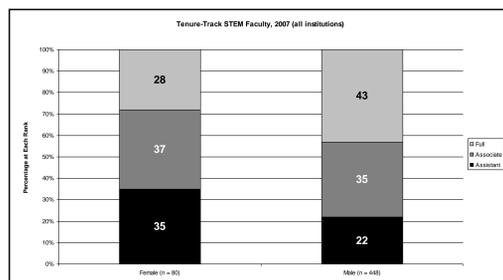
The specific aims of the LEADER Consortium are:

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

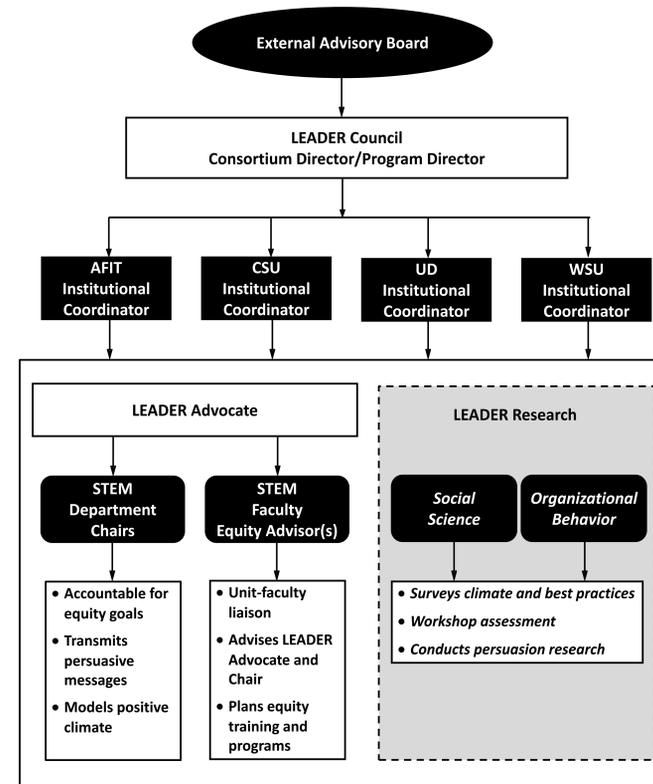
STEM Field	WSU	UD	CSU	AFIT	NSF*
	/Σ (%)	/Σ (%)	/Σ (%)	/Σ (%)	(%)
Science					
Natural	23/76 (30)	8/30 (27)	3/7 (43)	0/1 (0)	(39)
Physical	7/39 (18)	1/25 (4)	1/4 (25)	1/14 (7)	(23)
Technology	0/0 (0)	3/15 (20)	0/7 (0)	0/0 (0)	
Eng/Comp Sci	7/63 (11)	5/51 (10)	0/7 (0)	1/34 (3)	(11)
Mathematics	8/30 (27)	6/17 (35)	1/7 (14)	1/7 (14)	(27)
Totals	45/208 (22)	23/138 (17)	5/32 (16)	3/56 (5)	

* NSF, Division of Science Resources Statistics, Scientists and Engineers Statistical Data System (SESTAT), 2007



Administrative Architecture

The LEADER Consortium utilizes two levels of administrative architecture: consortium and institutional, totaling over 70 contributors. The purpose of having two levels of architecture is to help facilitate the transformation of climate for STEM women both across and within the partner institutions.



Programming

STEM Women Speakers

- Collaborations started with coordinators of Institutional and Presidential Speaker Series to invite STEM women scientist and engineers as guest speakers

Spousal Hiring

- This topic received high interest from upper administrators responsible for diversity initiatives at the partner institutions; discussion to be continued at fall meeting
- Resumes received were distributed to deans in respective STEM and non-STEM units

Small Grants Funding Programs

- Central State University ADVANCE Program implemented a research challenge award program for STEM women faculty; two awards were given
- LEADER Consortium mini-grants program implemented this fall

ADVANCE Newsletter and Articles

- Quarterly newsletters promoting LEADER Consortium initiatives published by the Central State University ADVANCE Program for the CSU Community
- Articles promoting LEADER Consortium initiatives written by AFIT's ADVANCE Program members for the institution's newsletter, *EN the Know*

AFIT Summer Faculty Fellowship Program

- Two STEM faculty women were awarded fellowships to conduct research at AFIT this past summer

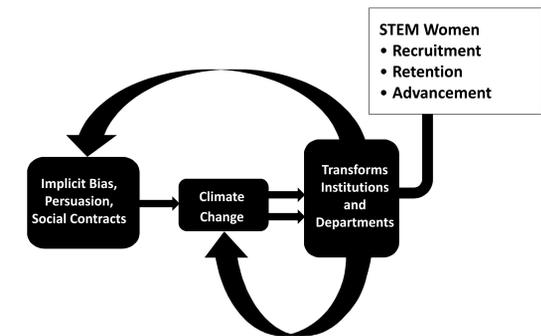
Networking Opportunities for STEM Women

- A variety of networking opportunities have been planned for STEM faculty women at the institutional and consortium levels.

Research

Research conducted by the LEADER Consortium draws from disciplines in social and organizational psychology:

- **Implicit bias workshops** are being conducted to provide insight on the roots of the problem, bringing awareness to implicitly and explicitly held attitudes about STEM women
- **Biobehavioral model of persuasion** will be employed to create a new norm of behavior and expectations
- **Social contracts** will be utilized to promote institutional investments in change



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

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Institutional Coordinator and Co-PI
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