Ohio Cluster
Initiatives/Outcomes

Bowling Green State University
- Funded for NSF ADVANCE Adaptation grant (approximately $1 million)
- Coordinated and conducted Academic Leadership Trainings
- Conducted a Faculty Climate Survey
- Held annual Women’s Leadership Breakfast
- Sponsored a Faculty Leadership Community on Professional Development
- Organized a writing accountability program
- Women Faculty participated in Leadership Programs HERS Institute and the MAC Leadership Development Program

Cleveland State University
- Family-friendly policies were negotiated and approved
- Established a mentoring program for new faculty
- Developed a website to provide information to new, prospective, and continuing faculty on the IDEAL-N activities
- A team of STEM faculty developed plans for an NSF ADAPT grant proposal
- Invited to be a part of the APLU NSF INCLUDES planning grant

Case Western Reserve University
- Hosted an on-campus of the White Men as Full Diversity Partners
- Conducting a Qualitative Research study with “Pathways to Leadership”
- Conducted open forums for Women Faculty in Engineering
- Sexual Harassment & Title IX
- Achieving Tenure
- Mentoring Teams
- Conducted the Annual Provost Leadership Retreat featuring “Theater Delta” theater group that addressed diversity and inclusion

Kent State University
- Conducted a 2-day Academic Leadership Group retreat
- Tips, Policies and Procedures Workshop focused on rights, policies and procedures for navigating difficult situations with a special emphasis on tenure clock extension, FMLA and grievance processes.
- Summit on Women Faculty
- Mid-career faculty programming designed to help Associate Professors attain promotion to Full
- Faculty writing groups were established

The University of Akron
- A survey was developed to measure departmental leadership, mentoring, academic support/resources, job satisfaction, work life balance, and diversity perception
- Survey was sent to full-time faculty and department chairs

The University of Toledo
- Implementation of Research Initiative ($20,000)
- Development and administration of STEM only Faculty Survey
- Active participation in review and administration of biennial university-wide Climate Survey in collaboration with Office of Diversity and Inclusion
- Active participation in development of university-wide mentoring plan, including Launch committees
- Women in STEM Research Showcase
- Presented research study outcomes and data from focus groups and STEM-only faculty survey at North Central Sociological Association Conference
- Completion and submission of journal articles analyzing data from UT STEM focus groups and faculty survey
- Gender and Race/Ethnicity data for IDEAL-N Gender Equity Index reported to President, senior leadership, and deans

Pennsylvania Cluster
Initiatives/Outcomes

Carnegie Mellon University
- Discovered gender harassment experienced by women was generally not of the nature that would require intervention by Title IX officers
- Rolled out Care-Link a web-based-tool for odd jobs and child care
- Designed a 3-day leadership workshop for emerging leaders
- Several departments adopted a mentoring program
- Recruited 6 fellows as part of the Presidential Postdoctoral Fellowship Program
- Hired 19 tenure track Female Faculty, a 90% increase from last year

Duquesne University
- Completed a climate survey and working on data analysis
- Preliminary analysis suggests a mix of opinion on job satisfaction
- Finalizing policies for search committee training and implementation and approval from new Provost.

Indiana University of Pennsylvania
- Presented preliminary work at PASSHE Women’s Consortium Conference
- Spoke to campus administration regarding project and survey
- Hosted a campus-wide event to publicize the IDEAL-N project, especially for women and URM students and faculty in STEM departments with Dr. Sue Hinze as keynote speaker
- Finalized climate survey on Qualtrics

University of Pittsburgh
- Hosted a panel discussion & leadership workshop
- Joined the National Center for Faculty Development and Diversity.
- Sponsored a Train-the-Trainer, evidence-based mentoring training program
- Revised the Family Friendly Programs for Pitt Faculty brochure
- Held 2nd annual “Celebration of Newly Promoted Women Faculty”
- Implemented a pilot program for writing groups
- Designed and implemented themed professional development programs and activities to support mid-career women faculty.
- The Women IN Academic Leadership program is being developed aspiring women leaders
- The Institutional Mentoring Program Across a CommunTy of Color, IMPACT is being launched (for faculty who are underrepresented specifically by color)

IDEAL-N: Purpose and Goals

IDEAL-N seeks to build a learning community among 10 research universities across 2 states to create knowledge about, share, develop, adapt, and evaluate innovative and sustainable tools, practices and policies to promote gender equality in academic Science & Engineering (S & E) disciplines. IDEAL-N includes two clusters with a total of 10 partner universities: Case Western Reserve University, Bowling Green State University, Cleveland State University, Kent State University, University of Akron and University of Toledo (constituting the Northern Ohio Cluster) and Carnegie Mellon University, Duquesne University, Indiana University of Pennsylvania and University of Pittsburgh (constituting the Pennsylvania cluster).

IDEAL-N builds on the successful transformations and outcomes achieved in the early CWRU advance project. Using the stages of change model related to gender equity institutional change, IDEAL-N recognizes that each university and cluster participate in on-going process of profound change in promoting diversity in S&E.

Scope

The project identifies 3 core roles to lead institutional transformation at each university: a co-director, change leader, and a social science faculty member–these 3 persons will constitute a multi-level Change Implementation team at each university.

1. Leadership Development Sessions
   Conducted annually in 4 half-day sessions over 1 year

2. Annual Change Project

3. Plenary Conference

4. Gender Equity Index

GENDER EQUITY INDEX

Purpose
- Measure Gender Diversity, Equity and Inclusion in Institutions of Higher Education
  1. Develop and validate an Index of Gender Equity at the University level
  2. Provide a benchmark for participating Universities to measure progress in Gender Equity over time
  3. Empirically test a multidimensional conceptual model of gender equity at the institution level

Components
- 5 Factors
  1. Faculty climate
  2. Work-Family Policies and Practices
  3. Resource Equity Practices
  4. Women and URM Faculty Participation
  5. Tenure and Promotion Rates
- Binary responses and numerical entries

Process
- Pilot Study (10 IDEAL-N Institutions)
  1. Presented at Academy of Management Atlanta 2017
- Website development
  1. Facilitate the collection and storage of data
  2. Automatically generated reports
- Pilot (10 IDEAL-N Institutions)
  1. Completed Spring 2018
- Validation Study
  1. GEI made available to ADVANCE universities and colleges nation-wide.
  2. Distribution to a wider group of institutions is in progress
  3. Institutionalization

Sample Report

Sample Report

http://www.case.edu/ideal-n/

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Year 3 Initiatives and Outcomes of Institutions Developing Excellence in Academic Leadership-National (IDEAL-N)
Case Western Reserve University