



ENGINEERING DEANS GENDER EQUITY WEBINAR SHOWCASE SERIES

Engineering Deans College Gender Equity Self-Assessment Tool:
Foundation for Strategic Change (Dec. 11, 2019)
Kimberly Griffin, Ph.D. & Alan Mabe, Ph.D.

Recording Time-line Markers

- 0:00:38 Setting the stage: (2019) EDGE Deans Research—indicated need for EDGE Gender Equity Self-Assessment Tool
- 0:01:04 EDGE Showcase Webinar (Valian, Nov. 14, 2019)—Key Take-away (1)- Deans say they hold leaders accountable for gender equity within the college; this is especially noteworthy for subtle inequities like teaching and service loads.

HOWEVER—These is a disconnect between dean’s good intentions and their actions; most deans are not collecting data to inform decisions around accountability. How can you hold people accountable if you do not collect data?
- 0:02:18 EDGE Showcase Webinar (Valian, Nov. 14, 2019)—Key Take-away (2) – To foster a diverse, equitable, and inclusive environment, deans must collect gender equity data and establish benchmarks.
- 0:02:31 Background on development of the 2-part EDGE College Self-Assessment Tool (Dr. Gretal Leibnitz, EDGE Initiative, Co-PI & Project Director)
- 0:02:26 Overview of NSF ADVANCE Indicators and sample data collected
- 0:08:02 Overview of APLU Model and Institutional Self-Assessment Tool (Dr. Kimberly Griffin)—Foundation for the EDGE College Self-Assessment Tool
- 0:29:59 Lessons Learned (Dr. Alan Mabe)—Takeaways from 40+ institutions that have used the APLU Tool, and implications for deans using the EDGE Tool.
- 0:37:22 Question 1: What time frame is realistic for this self-assessment process?
- 0:34:49 Example EDGE Data Template page
- 0:34:56 Example EDGE Questionnaire Template page
- 0:35:25 Question 2: What are your recommendations for translating all of this self-assessment information into an action plan? Do you have any resources or suggestions?
- 0:37:47 Question 3: Can you speak to “Change Management” versus “Project Management,” when it comes to developing an action plan?
- 0:39:54 EDGE Initiative “Asks” of CoE deans
- 0:40:16 Next Steps
- 0:41:02 Thanks!