

**Disrupting Process to Dismantle Culture**

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1

**KEY Resources**

1. EDGE WEBSITE  
[EDGE.asee.org/](http://EDGE.asee.org/)

2

**KEY Resources**

Checklist, Tools & Resources

2. GENDER EQUITY CHANGE CHECKLIST

Check it Out

3

**KEY Resources**

- EDGE Checklist Resource
  - ✓ [Dean Personal Self-Assessment Questionnaire](#)

EXAMPLE RESOURCE

4

**KEY Resources**

3. EDGE ACTION-STEPS WORKSHOPS

Next Workshop:  
 EDI "Taste of EDGE" Workshop,  
 Las Vegas, NV  
 (9-11:15 am, April 14, 2020)

5

**KEY Resources**

4. (2019) EDGE ENGINEERING DEANS SURVEY

Review:  
 EDGE Deans Showcase Webinar Series with Dr. Virginia Valian (Nov. 14, 2019) "Achieving Engineering College Excellence through Gender Diversity, Equity, and Inclusion."

6

**KEY Resources**



**5. EDGE COLLEGE SELF-ASSESSMENT TOOL**

Review:  
 Drs Griffin & Mabe EDGE Deans Showcase Webinar Series (Dec. 11, 2019) "EDGE College Self-Assessment Tool: Foundation for Strategic Change"

7

**KEY Resources**



**Dean Scott Ashford**

- (2014) Dean, College of Engineering, Oregon State University
- (2007) Head, School of Civil and Construction Engineering, OSU
- University of California, Berkley-trained Civil Engineer

**6. EDGE DEANS SHOWCASE WEBINAR SERIES**

(2019) Society of Women Engineer's Chipp Award



8

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9

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"I knew what to expect in terms of collaboration between employees, in terms of the atmosphere on campus, in terms of basic support of research, and how great it is to live here."

Izabela Gutowska, (15 Ph.D., Nuclear Engineering), Assistant Professor of Nuclear Engineering

10


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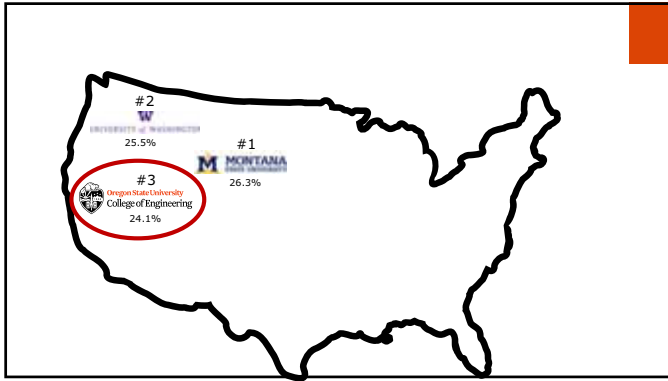
11

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We have more than doubled the # of female Engineering faculty in the last 5 years (n=53 (25%))



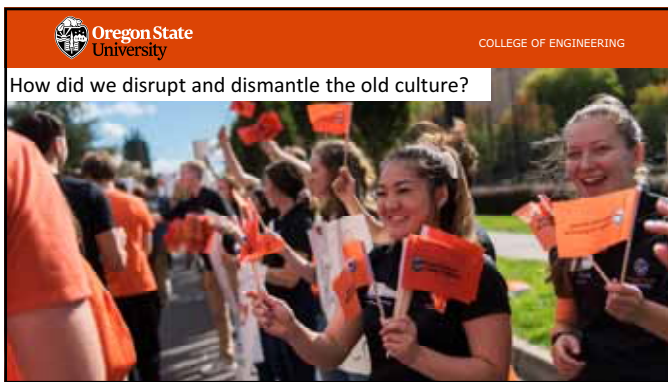
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13



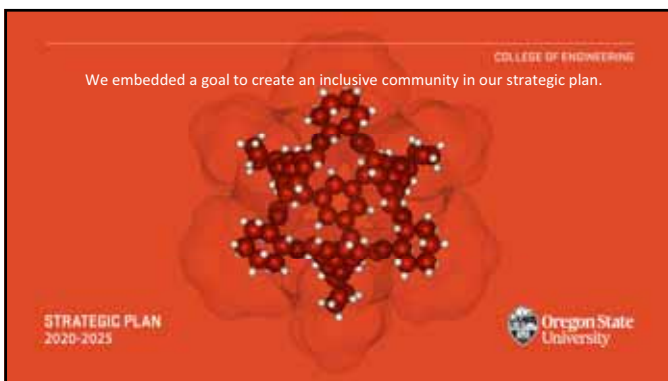
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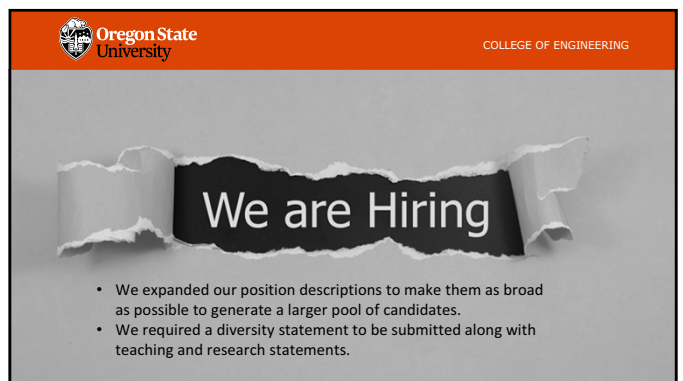
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16



17



18

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- We required an external search advocate on each search committee
- The search chair had to be trained as a search advocate

**Advocacy**

The act of pleading or arguing in favor of something, such as a cause, policy, or interest, or the support of an idea

19

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Dual-career problem

vs.


Dual-career opportunity



20

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- If the search process was not followed, I failed the search.



21


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## Promotion & Tenure

We formed new P&T committees, and now provide orientation and training on the process.

22

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- I appointed our first Associate Dean for Faculty Advancement
- We created a cross-college Change Team to support the Associate Dean's work

23

Presented by the COLLEGE OF ENGINEERING and PRESIDENT'S COMMISSION ON THE STATUS OF WOMEN

# CREATING ANTI-RACIST COMMUNITIES

MAY 30<sup>TH</sup>, 2018  
6 PM | AUDITORIUM (LASSUS STEWART CENTER)

What does it take to create a just community today?

What are some critical obstacles and how might we overcome them? This talk addresses these questions and invites collective dialogue and community building around this important and inspiring goal.




**TRICIA ROSE**

TRICIA ROSE is an associate professor of gender studies and social justice studies. She is the University Professor of Gender Justice, Research Center on the Equity, Inequality, and Justice of the Center for the Study of the State of Mind and Writing in the Office of Women's Studies.

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24

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We also:

- Paid membership fees for faculty to join SWE, SHPE and NSBE.
- Required sexual harassment training for all our paid graduate students as a condition of employment.
- And simply held people accountable for inappropriate behavior.

25

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It takes constant and deliberate work to create a community where everyone feels a sense of belonging. I'm please with our progress and realize we are only beginning.

26

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# Questions?

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27

### EDGE Next Steps

**NEW!**

1. **Register for the EDI "Taste of EDGE" Workshop, Las Vegas, NA (9-11:15 am, April 14, 2020)**  
<https://www.asee.org/conferences-and-events/conferences/edi/2020/program-schedule>
2. **Sign the ASEE Engineering Dean's Diversity Pledge** (contact Geraldine Gooding, [G.Gooding@asee.org](mailto:G.Gooding@asee.org))
3. **Join the EDGE Listserv** to learn the latest gender equity information
4. **Review EDGE Webinars** <https://edge.asee.org/webinar-series/>
  - **Register for the next EDGE Showcase Webinar (March 31, 2020): A Successful Non-Traditional Hiring Initiative** with Dean Sharon Walker, Drexel University.

28

### EDGE Next Steps (Continued)

5. **Use the state-of-the-art EDGE College Self-Assessment Tool**  
<https://edge.asee.org/self-assessment-tool/>
6. **Contribute to the EDGE College Self-Assessment Deans Pilot Program**
  - Help us identify a subset of questions from the EDGE College Self-Assessment Tool as basis for ASEE's National Gender Equity Indicators data base
  - Those interested in serving in this "pilot" group, please contact Gretal Leibnitz ([EDGE.Leibnitz@gmail.com](mailto:EDGE.Leibnitz@gmail.com))
7. **Check out the EDGE app** for total engineering faculty counts (working to update URM info & incorporate 20 years of ASEE Profiles data)  
<https://shinyapps.asee.org/apps/EDGE/>

29

### EDGE Questions?

Contact:  
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Co-PI & EDGE Project Director  
[Edge.Leibnitz@gmail.com](mailto:Edge.Leibnitz@gmail.com)

Or Visit:  
<https://edge.asee.org>

30



31