ASEE EDGE Showcase Webinar:
Disrupting Processes to Dismantle Culture w Dean Scott Ashford (OSU)

Disrupting Process to Dismantle Culture

Scott Ashford, Ph.D., PE (CA)
Kearney Dean of Engineering
Oregon State University
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KEY Resources

1. EDGE WEBSITE
   EDGE.asee.org/

2. EDGE Checklist Resource
   Dean Personal Self-Assessment Questionnaire

3. EDGE Action Steps Workshops
   Next Workshop: EDI "Taste of EDGE" Workshop, Las Vegas, NV
   (8:15 am, April 14, 2020)

KEY Resources

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

Scott A. Ashford, Ph.D., P.E. (California)
Kearney Dean of Engineering

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

We have more than doubled the N of female engineering faculty in the last 5 years (17/53 [33%])

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

Self-Assessment Tool: Foundation for Strategic Change

EDGE College Showcase Webinar Series
(Dec. 11, 2019)
How did we disrupt and dismantle the old culture?

We embedded a goal to create an inclusive community in our strategic plan.

- We expanded our position descriptions to make them as broad as possible to generate a larger pool of candidates.
- We required a diversity statement to be submitted along with teaching and research statements.
We required an external search advocate on each search committee.
The search chair had to be trained as a search advocate.

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

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

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

Questions?

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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)
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/

EDGE Questions?

Contact:
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Or Visit:
https://edge.asee.org
Thank You!