Promoting the Advancement of Women Engineering Leaders
With the Deans Checklist and Suggested Tools and Resources

Brought to you by the Engineering Deans Gender Equity (EDGE) Initiative
A three-year initiative by American Society for Engineering Education (ASEE) to advance women faculty to higher academic leadership

Get Ready!
1. Sign the ASEE Deans Diversity Pledge
2. Complete the Dean Personal Self-Assessment Questionnaire
3. Learn more about women engineering faculty work
   • Diversity, Equity, and Inclusion Work: Eight Questions for Building Readiness and Steering Clear of Pitfalls, Meyeno (2015)
   • ADVANCE STRIDE Program: Recommended Readings
   • Transforming Engineering Culture to Advance Inclusion and Diversity (TECAID) Video Module 4

Study Evidence-Based Strategies
Foundational Transformation Resources
  • Inside Higher Education, Stewart & Valian Interview
• A Roadmap to Equity, Valian (2015)
• Strategies for Effecting Gender Equity and Institutional Change (Strategic Toolkit)
• Framework for Promoting Gender Equity in Organizations

Tools for Cultivating Leaders
• Executive Leadership in Academic Technology, Engineering and Science (ELATES)
• Aspire Leadership
• Higher Education Leadership Programs for Women (HERS)

Engineering Specific Resources
• Transforming Engineering Culture to Advance Inclusion and Diversity (TECAID)
• Lehigh University's ADVANCE Institutional Transformation program's Summit on Transforming the Culture of Faculty Service/Engagement

Examples of Emerging Practices
• "Stages of Multicultural Organizational Change," Mayeno (2007)

Prepare a College Diversity Plan
With Process/Program Sustainability Built In
1. Identify and Resource Change and Implementation Team(s)
   • EDGE Change Guidebook
2. Prepare a College Diversity Plan
   • Michigan Engineering Diversity, Equity & Inclusion Strategic Plan (example)

Determine “Readiness” of Faculty and Staff
• "Stages of Multicultural Organizational Change," Mayeno (2007)

Collect Comprehensive College-Level, Self-Assessment Data
• The 2-part EDGE College Self-Assessment Tool
• Examples of how universities collect and use data to inform policy and practice
  • University of Michigan
  • UC Berkeley
  • University of Wisconsin-Madison

Plan for Resolving Conflict
• Transforming Engineering Culture to Advance Inclusion and Diversity (TECAID)
  • Case study (see pp. 19-24)
  • Video Module 1 and 3

Create a Change Plan
Based on Analysis of College-Level, Self-Assessment Data Collected

Create an Evaluation Plan
• EvaluATE (Western Michigan University)

Identify Models/Examples for Implementing Strategic Activities
• EDGE Showcase Webinar Series
• Transforming Engineering Culture to Advance Inclusion and Diversity (TECAID)

Engage Marketing and Communication Staff
To Share the Vision, Provide Updates, and Celebrate Successes!