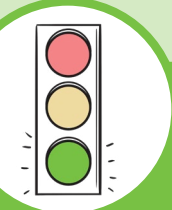


# Promoting the Advancement of Women Engineering Leaders

## 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



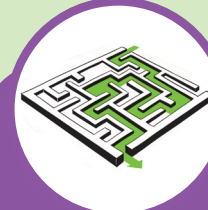
### Get Ready! 1

- Sign the [ASEE Deans Diversity Pledge](#)
- Complete the [Dean Personal Self-Assessment Questionnaire](#)
- Learn more about gender equity 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](#)



### Identify and Resource Change and Implementation Team(s) 2

- [EDGE Change Guidebook](#)



### Prepare a College Diversity Plan 3

*With Process/Program Sustainability Built In*

- [The Structure of Change: A Content Analysis of Engineering Diversity Plans and Mission Statements.](#) *Cross, Lee, Gaskins & Jones, (2018)*
- [Michigan Engineering Diversity, Equity & Inclusion Strategic Plan](#) (example)



### Determine "Readiness" of Faculty and Staff 4

- ["Exploring Best Practices to Create Socially Just, Inclusive Campus Communities."](#) *Wall & Obear (2008).*
- ["Stages of Multicultural Organizational Change."](#) *Mayeno (2007).*



### Collect Comprehensive College-Level, Self-Assessment Data 5

- 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](#)



### Study Evidence-Based Strategies 6

#### Foundational Transformation Resources

- [An Inclusive Academy: Achieving Diversity and Excellence.](#) *Stewart & Valian (2018)*
  - [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 Search Committees

- [University of MI-STRIDE Committee](#) (faculty that lead workshops for search committees)
- [University of MI-Candidate evaluation tool](#) (Sample template)

#### Tools for Onboarding New Faculty

- [University of MI- Launch Committees](#)

#### Tools for Cultivating Leaders

- [Executive Leadership in Academic Technology, Engineering and Science \(ELATES\)](#)
- [IAspire Leadership](#)
- [Higher Education Leadership Programs for Women \(HERS\)](#)

#### Engineering Specific Resources

- [Transforming Engineering Culture to Advance Inclusion and Diversity \(TECAID\)](#)

#### Examples of Emerging Practices

- [Lehigh University's ADVANCE Institutional Transformation program's Summit on Transforming the Culture of Faculty Service/Engagement](#)



### Plan for Resolving Conflict 7

- [Transforming Engineering Culture to Advance Inclusion and Diversity \(TECAID\)](#)
  - [Case study \(see pp. 19-24\)](#)
  - [Video Module 1 and 3](#)



### Identify Models/Examples for Implementing Strategic Activities 8

- [EDGE Showcase Webinar Series](#)
- [Transforming Engineering Culture to Advance Inclusion and Diversity \(TECAID\)](#)



### Create a Change Plan 9

*Based on Analysis of College-Level, Self-Assessment Data Collected*



### Create an Evaluation Plan 10

- [EvaluATE \(Western Michigan University\)](#)



### Engage Marketing and Communication Staff 11

*To Share the Vision, Provide Updates, and Celebrate Successes!*



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