Institutions Developing Excellence in Academic Leadership (IDEAL) Summary

Dr. Lynn T. Singer, Deputy Provost and Vice President for Academic Affairs, was awarded a three-year $921,000 NSF grant in September 2009 to seed equity and inclusion transformation with five regional public university partners, Bowling Green State University, Cleveland State University, Kent State University, the University of Akron, and the University of Toledo. Co-investigators with Dr. Singer are Dr. Diana Bilimoria, Professor of Organizational Behavior at the Weatherhead School of Management, (CWRU), and Dr. Helen Qammar, Director, Director of the Institute for Teaching and Learning and Professor of Chemical and Biomolecular Engineering (UA).

The goal of this innovative partnership grant is to seed institutional transformation at leading universities in the northern Ohio region by creating an institutional learning community that is empowered to develop and leverage knowledge, skills, resources and networks to transform academic cultures and enhance equity and inclusion at each university. IDEAL adapts and disseminates the successful academic leadership development and institutional transformation methods developed by CWRU during its five-year ADVANCE IT initiative, Academic Careers in Engineering and Science (ACES www.cwru.edu/admin/aces/), which continues at CWRU as ACES+.

During the three-year IDEAL project each partner institution educates and empowers their faculty and administrative leaders to undertake customized institutional transformation. IDEAL facilitates the exchange of regional institutional research policies and practices, and evaluates change initiatives that transform academic cultures and enhance gender and underrepresented minority equity and participation in higher education. Each institution annually selects three Change Leaders who are S&E department chairs or emerging faculty leaders who evince qualities that suggest leadership potential - individuals who exercise formal or informal influence or who have the potential to be department chairs or assume duties as a dean or associate dean - to participate in the IDEAL leadership development program. Each Change Leader is supported by IDEAL with a $3000 stipend intended for faculty development purposes, and the implementation of the annual change projects.

The Change Leader Teams from the six partner institutions meet four times annually at leadership development sessions, and also confer with an IDEAL Team Coach twice annually. Each team develops a customized Annual Change Project with plans and actions for improving gender and underrepresented minority equity in S&E on its respective campus, with the implementation and sustainability of the plans aided by the Co-Director. Senior administrative leaders – presidents, provosts, deans – from each institution will join their Change Leader teams at Plenary Conferences (September 17, 2010 and early fall 2011) to learn about the change projects from the Change Leader Teams. For more information please visit the IDEAL website at www.case.edu/provost/ideal/