Summary of Change Leader Team Responsibilities

IDEAL is a partnership of six universities based in the northern Ohio region to adapt and disseminate successful academic leadership development and institutional transformation methods developed by CWRU during its five-year ADVANCE IT initiative. The goal is create 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 partner universities. Over the three-year leadership development program, each institution will thus accumulate a leadership cohort of nine formal and informal leaders. Each Change Leader will be supported with a $3000 stipend during the year in which he or she participates in the leadership development program. The stipend is intended for faculty development purposes, and will encourage prioritization of IDEAL’s leadership development program and implementation of the annual change projects.

Emerging leaders will be tenured full professors or associate professors who evince qualities that suggest leadership potential – are respected in their disciplinary fields, undertake exemplary teaching and institutional service, and/or are critics of the status quo. Additionally, where possible, the IDEAL Co-Director and/or a person responsible for faculty development at each institution will participate as internal facilitators of the change projects and to improve the capacity for the institution to continue transformation when IDEAL concludes.

**Leadership Development Sessions:** The Change Leader Teams from the six partner institutions will meet at leadership development sessions four times annually. The half-day sessions will allow for instruction, skill training, peer group exchange, networking, and group cohesion. Each session will build on previous sessions and on the needs of individuals and institutional cohorts. Cyberspace connectivity, distance learning technologies, and sharing of reading materials will be used between sessions to continue the exchange of information, knowledge, and discussion of emergent issues. Meal times will be used for networking, informally or through more structured conversations. The program content will disseminate the effective elements of NSF ADVANCE IT programs through instruction, experiential activities, group coaching, and action learning assignments between sessions.

**IDEAL Team Coach:** Each institution’s Change Leader Team will meet twice annually with an IDEAL Team Coach on their home campus to strategize the implementation, adaptation, and evaluation of their chosen annual project. Each team will be coached to develop a plan for evaluating the effectiveness of their project, for example by surveys, interviews, pre- and post-designs, etc. Team Coaching meetings will be coordinated by each Co-Director, who will attend these meetings to support and provide resources for the effective implementation of annual change projects. Team coaching meetings will be 3-hour meetings that occur in February and June. The June meeting will function as a working session to present results and recommendations to the university’s senior administrators, and plan the presentation at the Plenary Conference.

**Annual Change Project:** Change Leader Teams will be responsible for developing an Annual Change Project with customized plans and actions for improving gender equity on their respective campus. The project, focused around a key institutional transformation theme selected by the Co-Director as a transformational issue/need relevant to their IDEAL S&E departments. The annual change projects will directly address the transformational theme within the IDEAL departments selected, and directly or indirectly address the larger institution.

**Plenary Conference:** Change Leader Teams will present their annual change project to senior administrative leaders – presidents, provosts, deans and department chairs, etc. – from each institution at a Plenary Conference early in the fall 2010. The plenary will be designed around a topic vital for establishing campus-wide cultures characterized by gender equity and inclusion, such as “Developing a Family-Friendly Academic Work Environment” or “Creating Effective Search, Recruitment, Hiring, and Start-Up Practices” and will feature national experts who will present best practices on the topic. In addition, the conferences will be used to present the results and recommendations of the change projects at each institution, and therefore exchange ideas and best practices inter-institutionally.