Institutional Transformational Theme and Annual Change Projects

Annual change projects focused around a key institutional transformation theme will be implemented at each institution in each of IDEAL’s three years. Each Co-Director has selected a transformational issue/need relevant to their IDEAL S&E departments, around which annual change projects will be developed by the Change Leader Teams to improve gender equity in their institution.

The annual change projects will vary in complexity and scope, but they will directly address the transformational theme within the IDEAL departments selected, and directly or indirectly address the larger institution. Each IDEAL partner university has identified the S&E departments within which transformational change is sought, and Change Leaders will be drawn from these departments.

The departments and institutional transformational themes chosen by IDEAL Co-Directors for their universities are as follows.

**Bowling Green State University**

**IDEAL Departments:** Eight departments in the College of Arts and Sciences: Biology, Chemistry, Geology, Geography, Environmental Health, Mathematics, Physics and Astronomy, and Computer Science.

**Theme:** “Build Intellectual Community & Collegiality”. The first year of IDEAL would be spent in identifying the specific barriers at BGSU through surveys and developing strategies for creating opportunities for collegial interactions, and subsequent years would produce further implementation processes.

**Cleveland State University**

**IDEAL Departments:** All Fenn College of Engineering departments (Chemical & Biomedical, Civil & Environmental, Electrical & Computer, Mechanical, and Engineering Technology) and six departments in the College of Science (Biology, Chemistry, Health Sciences, Mathematics, Physics, and Psychology).

**Theme:** “Exploring Leadership by Participation”. Encouraging S&E women and underrepresented minority faculty to self-diagnose their knowledge of leadership, and gain that knowledge by actively participating at institutional policy making committees such as the Faculty Senate and Graduate Council.

**Case Western Reserve University**

**IDEAL Departments:** All science departments in the College of Arts and Sciences (Anthropology, Astronomy, Biology, Chemistry, Geological Sciences, Mathematics, Physics, Political Science, Psychology, Sociology, and Statistics), all Case School of Engineering departments (Biomedical, Chemical, Civil, Electrical & Computer Science, Macromolecular
Science, Materials Science, and Mechanical & Aerospace) and five departments in the Weatherhead School of Management (Economics, Information Systems, Marketing and Policy Studies, Operations, and Organizational Behavior).

**Theme:** “Enhancing Collegiality and Inclusion in S&E”. This theme solidifies and extends to other S&E departments the pilot project successfully implemented in the Case School of Engineering during ACES.

**Kent State University**

**IDEAL Departments:** Eight departments in the College of Arts & Sciences (Chemistry/Chemical Physics, Computer Science, Geography, Geology, Justice Studies, Mathematical Sciences, Physics, Political Science,) and the College of Technology.

**Theme:** “Enhancing the Climate for Scholarly and Collegial Community in the College of Arts and Sciences”. KSU will build on the findings of its Women in Science Working Group Report and select annual change projects from the projects identified therein.

**University of Akron**

**IDEAL Departments:** All College of Engineering departments (Biomedical, Chemical and Biomolecular, Electrical, Mechanical and Civil Eng.) and five departments of the School of Arts and Science (Chemistry, Theoretical & Applied Mathematics, Psychology, Geology & Environmental Science, and Biology).

**Theme:** “Faculty Hiring that Makes a Difference”. UA proposes a transformational theme to redesign faculty recruitment and hiring practices. Faculty leadership skills will be essential to encourage departmental faculty to scrutinize current practices and gain an enhanced appreciation of the importance of diversity hiring for student success. IDEAL participants will work closely with UA’s Diversity Council to facilitate implementation.

**University of Toledo**

**IDEAL Departments:** Six College of Engineering Departments (BioEngineering; Chemical and Environmental Eng.; Civil Eng.; Electrical Eng. and Computer Science; Engineering Technology; and Mechanical, Industrial and Manufacturing Eng.) and five departments in the College of Arts and Sciences (Biological Sciences, Chemistry, Environmental Sciences, Mathematics, and Physics and Astronomy).

**Theme:** "Creating a Climate for Successful Retention, Tenure, and Promotion". Identify climate and culture factors that contribute to low rates of retention and advancement for women and underrepresented minorities in engineering and the natural sciences and develop and implement transformational strategies to create a climate of support and success.