

Transforming Undergraduate Education in Engineering

Phase III: Voices on Women's Participation and Retention

June 12-13, 2015 | The W Seattle Hotel, Seattle, WA

Breakout Session II: Accountability

Accountability

- Defacto Responsibility
- Disclose results in X parent manner \$\$ & reporting
- Who do we hold? Accountable
- How do we hold?
- How do we measure?
- What measures? What indicators?
- 3 Top Priorities
 - Culture- who is accountable?
 - Everybody is accountable
 - Training- can it be sufficient?
 - Must be constantly repeated

Dean

Chair / head

- Micro inequities
- Bystander
- Leadership
- Monitoring
 - On buds office
 - Individual leaders who prevent/anticipate (provost)
 - Confidentiality + reporting structures
 - Title IX (training) Cleary system of accountability vs. bimodal all/nothing
 - University mandates
 - IRB CITI Training
 - Basic vocabulary + baseline
- Models
- IRB Problems

- Unsophisticated proposals
 - No follow up/monitoring
- **Title IX**
- Faculty is a accountable
- Student – student issues
- Faculty don't know
- Teach professionalism from day 1
- Set expectations for students
- Required from registration – sexual harassment
- Integrate into existing channels
- **Faculty Hiring**
- No accountability for pool diversity/ hires or metrics
- Not part of evaluation
- Provosts office should be accountable
- ABET + Technical societies: Accred. Csn.
- Corporations: Sarah Rajala – Chr. Eng. ACC. Csn.
- Ethics codes, diversity statement
- **Sticks**
- Universal nonmembers atmosphere Dash board = reputation public image
- Technical societies: APA – public shaming site visit
- Funding agencies
 - Responsible conduct of research for pls
- D+T Evaluation requirements for Deans, Chairs, Faculty
 - Lose faculty lines – hiring
 - Risk non-renewal of “contract”
- Admission sticks
 - State governments requirements
 - Typically in-state/ out –state
 - Admissions processes and offices
 - (USNWR D Index)
- Culture Issues
 - Language and perceptions are very masculine
 - Parents as guides for children
 - Public understanding of engineering
- Accountability
 - Site what, by whom/ to whom Mechanisms
 - Admissions Dean? Admission office? Criteria
 - UG President? Engrg? Measures
- Retention
 - Classroom env.
 - Pedagogy

- Curriculum
- Faculty Hiring
- **Sticks**
- USNWR Diversity Index
- Risk of Firing