

## **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 III: Higher Education – Administrator**

- Administrators can establish institutional values
  - Institutionalize beyond individual
  - President/ Provost set the tone/agenda. Deans follow
- Policies need to support core values
- Incentives need to support core values
- Administrators have to engage faculty & faculty leadership in the process of change
- Administrators need
  - External drivers to help prioritize D+I and motivation for change state policies for state universities
  - ABET, NSF, regional accreditor
- National Value Statement to enable change
- Universities need to “put their money where their mouth is” Need visible commitment.
- Administrators can create incentives for D+I with their limited resources.
- How do we create more champions for change?
- Presidents & chancellors have diversity initiatives. They are looking for best practices.
- Institutional requirement for “diversity course” as a way to support core values.
- How do administrators drive faculty culture change?
- Administrators can implement diversity training in their areas.
- Administrators can petition/ask ABET criteria committee to include D&I in evaluation criteria
  - Regional accreditors
  - Funding agencies
- Administrators need to have accountability measures on their initiatives
- Deans can hold search committees accountable for hire/finalist/pool