

## 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 – Faculty

- Faculty – Soldiers on the ground
  - Leaders/owners of space
- Communicate with Admin from Faculty
  - From corporate
  - From both backgrounds
- Communicate with Staff – feel like 2<sup>nd</sup> class citizens
- Mechanism
- Faculty Governance ( U.S. Corporatization of university)
  - Cooperative or not w/admin
  - Ownership? Models that work
  - Effective leadership
- Accountability to whom?
  - Layers of Admin
  - Students
- Power/Relationship Problem
- Inside faculty – recognize power they have
  - Need awareness, skills to exercise power
  - Negatives
    - P&T - complaints
    - Abuse of power? - petty bickering
  - Positive
    - Collaborate( 1 day program to empower individuals to influence)
    - Individual responsibility to contribute to Univ.
    - Reward / Room to work it in
- Sexual Harassment/ Violence
  - Deal with this
- Where do individual faculty start?
  - Individual advocacy, time to document
  - Pool what currently doing
  - Push or add to annual/ P&T documents
  - Add to teaching evals

- Disappearing comments (Individuals can do this themselves)
    - Formative Evals
  - Climate /vocabulary
    - Orientation
    - Ongoing conversations
    - Classroom & Dept.
    - How to intervene
- Where do individual faculty start?
  - Skills to immediately address comments
  - User-friendly guide to communicate current promising practices ( update annually)
  - Students Evals shared commodity b/c interested in their development
  - Called out vs. called in to explain implications
  - Rigor –attitudes/arbitrators of this
- How do we assist faculty to there?
  - Change/influence cues
  - Ask for rationale-get person to be explicit about bias.
    - Intellectual Argument
  - Junior faculty enlightened, but afraid
  - Bring teaching moments into engr. Classroom
- How
  - Understand dynamics (take action)
  - Help faculty enact strategies
  - Pedagogical training/onboarding
    - Prioritize during hiring?
    - Continued ED. Model?
  - Continuity of Dept. Head/prioritization
  - Power of Peer Pressure
  - Small motivators ( \$ for
  - Choose theme to service
  - Engage students as change agents
- Engage Grad students GK-12; perpetual interest through careers
  - Actionable
    - Include in teaching evals Q on Diversity actions/inclusive
  - Training/onboarding pedagogy motivate/incentivize (ABET)
  - Engage as problem – solvers
    - Theme A, B, C, impact inclusion for everyone