

MECHANISMS FOR CHANGE

AIM

Make direct connections between individuals and the policies and practices of WVU.

Recruit, retain, and promote more women STEM faculty in the Eberly College of Arts & Sciences (ECAS) and the Statler College of Engineering and Mineral Resources (CEMR) at WVU.

Engage faculty in a dialogical change process that promotes collective engagement in institutional transformation and the achievement of gender-equity and diversity goals.

1. Establish the WVU ADVANCE Center
2. Enhance connections among female faculty
 - Workshop series
 - Speaker series

1. Work/life satisfaction initiatives
 - PWAP I & II , AWAP
 - Tuition Remission Program
 - Lactation Program
 - Expansion of Dual Career Program
 - Expansion of university childcare
 - Eldercare policies
2. Policy training
3. Chair trainings (1yr early)
4. Reduce workload pressures

- Implement recruitment strategies, mentoring models, training regarding promotion and tenure and training in leadership to prepare junior faculty for advancement
- Search committee trainings and search plans
 - Sponsorship program
 - Formal mentoring plans
 - Women's Leadership Initiative

Department diversity and faculty development documents that include strategic, mentoring and search plans

Introduce, facilitate, and assess a dialogical process that promotes collective engagement at the department level.

OUTCOME

Improvement of specific climate issues identified by all faculty through our climate and exit survey instruments.

Significant improvement in the advancement of assistant female faculty to associate and full professors, and key administrative roles.

1. Development and dissemination of a replicable, cost effective, and efficient methodology to promote institution-wide change.
2. Create an improved measure of consensus that will advance research in group processes and organization change
3. Higher levels of collective efficacy and interdependence within target departments