As summer begins here at the LEADER Consortium, it is time to take stock of our efforts, evaluate our accomplishments, and plan for the coming year. Judging from our recently-submitted 300+ page Annual Report, we can report that we have been quite busy this year!

Recognizing that many of our readers would likely prefer a week-long stint on a federal review panel to reading a 300-page report, we've opted to highlight some of the key outcomes in this issue of the Ledger. The articles herein look back at the LEADER Consortium’s efforts to promote gender equity and faculty success over the past academic year. We include highlights of programming in support of faculty success along with some of the best practices we have identified from our contacts with faculty, administrators and staff over the year. Our thanks to all of you who have made this year such a tremendous success!

Summer Writing Program
Success Loves Company

Summer is calling and many of us are setting goals to complete a number of writing projects. Research suggests that people who write daily and track their efforts are more likely to succeed when it comes to meeting their writing goals. Of course, it can be a challenge to establish and maintain these habits, particularly when the warm sun beckons us away from our computers.

This summer, you can join your STEM colleagues from around the Consortium in the LEADER Consortium’s Summer Writing Program, led by Co-PI and Professor of Psychology (WSU) Dr. Tamera Schneider. Drawing from research on faculty success, Dr. Schneider offers best practices for productivity in the context of a supportive community of scholars. Previous participants have reported tremendous benefits, including the completion of multiple manuscripts and major grant proposals, as well as a strong sense of accomplishment at summer’s end.

The Summer Writing Program is open to all tenure-track STEM faculty. Participation is limited to maximize benefits for participants; priority will be given to pre-tenure faculty. An organizational meeting will be scheduled in mid-June. Interested individuals should contact Dr. Tamera Schneider: tamera.schneider@wright.edu to secure a spot in the program and make the most of writing productivity this summer.
LEADER Consortium Programming in Review

The previous year witnessed a substantial increase in programming sponsored by the LEADER Consortium. In addition to hosting three Keys to Academics’ Success mini-conferences at three partner institutions, the LEADER Consortium sponsored three Talking Shop professional networking events, met with faculty at all four institutions 26 times for The Daily Grind, organized two Chair Leadership workshops, and funded two faculty-initiated workshops through our mini-grants program. These events have greatly improved our understanding of faculty and institutional needs while promoting contact with offices and individuals who share our commitment to faculty development and success.

Keys to Academics’ Success Events

These one-day mini-conferences offered in-depth attention to key areas of professional development including: Research Funding & Success, Policies & Practices, and Faculty Development. Over one-hundred and fifty faculty and administrators representing all four partner institutions participated in these events. Attendees heard presentations from nationally known scientists as well as local experts. Best practices gleaned from these events included: the importance of faculty contact with funding program officers; the benefit of web-sites for communicating pre-/post-award processes and policies; the need for formal mentoring policies and pro-active mentoring practices in support of faculty success; the importance of a positive workplace climate in retaining the best faculty; the importance of bias literacy in promoting equity in faculty hiring and evaluation; the benefits of cross-institutional programming for fostering awareness of equity issues and promoting professional networking within the region; and the importance of administrative support for developing policies and practices that promote equity. Presentation materials and event videos for many of the sessions are available at the LEADER Consortium website under the Archives tab.

Talking Shop Events

Talking Shop events offered in conjunction with department speakers promote faculty networking. Participants this year shared in discussions of faculty success with Dr. Chad Mirkin (Northwestern University), Dr. Fariba Farhoo (AFOSR), and Dr. Margaret Murnane (JILA, University of Colorado). Best practices identified at these events include: the importance of community for promoting a positive scholarly climate; the importance of diverse role-models in the academy; and the benefit of networking and collaboration for professional success.

The Daily Grind

These monthly coffee-hours with faculty at partner institutions provided opportunities to share best practices on topics ranging from teaching (e.g., dealing with classroom incivility) to research (e.g., working with sponsored programs) to general professional success (e.g., identifying and finding support for research and professional needs). Participants at these events also made contact with campus offices and programs that can provide future support for their success. Requests for materials distributed at this year’s Daily Grind meetings should be directed to the Program Director, Dr. Stephanie Goodwin at: leader@wright.edu.
LEADER Governance & Initiatives

It Takes a Village to Raise the Bar

LEADER Governance

Although the core LEADER Team consists of the PI, four Co-PIs, a Program Director and Internal Program Evaluator, our program’s efforts are supported by many more individuals who chair and serve on Consortium and institutional committees. Over 190 individuals have been involved in our governance structures over the past four years.

At the Consortium-level, two to three upper-administrators from each of our partner institutions serve on the LEADER Council, meeting ~6 times/year with members of the core LEADER Team to identify challenges and promote best practices that support our mission. Our Steering Committee meets quarterly with Team members to foster connections with existing programs and offices, further enhancing our program’s ability to serve our faculty. Finally, our program committees meet monthly to identify areas of need, develop and implement programs, and share best practices. Over the past year, our Consortium-level committees met over 50 times, including sub-committees, and all major governance committees.

In addition, our Co-PIs and Internal Steering Committees meet monthly within our partner organizations to promote initiatives at the institutional level.

These participation numbers speak both to the complexity of fostering institutional change and the commitment of our institutions to see our efforts to fruition. It really does take a village (and a good deal of coffee!) to raise the bar when it comes to equity and diversity in STEM. The best practices that have come from these meetings are innumerable, but important lessons include: the importance of continued administrative attention to equity and diversity; the importance of departmental and college leadership in establishing policies and practices that support equity; and the value of clear communication for reducing barriers to participation and cross-institutional collaboration.

LEADER Initiatives

The LEADER Consortium’s core initiatives include Equity Advising, Mini-grants, Mentoring and Coaching Programs, Chair Leadership Workshops and Institutional Data Collection. In the past year, these initiatives have been resulted in a number of successful outcomes in support of our Mission. Some highlights of these achievements include:

- **Equity Advisors** (EAs) presented workshops and provided resources on equitable hiring practices to numerous faculty search committees at our four partner institutions. In addition, our EAs engaged faculty in discussions of professional development and success, offering information and advocacy to faculty with questions about policies and practices affecting their success.

- Our **mini-grants program** funded 9 proposals, including 2 proposals for workshops and events that directly support faculty development.

- Our **mentoring committee** developed a report summarizing the key elements for effective mentoring. The LEADER Office is working with Deans of two colleges to develop formal mentoring policies to be implemented in the coming year.

- Our **coaching program** funded professional coaching for several faculty members; one participant reported it was the most productive period of her academic career.

- Our Internal Program Evaluator collected **institutional data** on gender equity in STEM disciplines from partner institutions. These data will inform our administrations on faculty needs and inform future programming and policy development.

- The **LEADER Program** promoted the visibility of leading women in STEM and their achievements through the newsletter and website communications.
The Daily Grind Returns in September
Your Programming Suggestions Invited!

The Daily Grind will be taking a coffee break over the summer to brew up another menu of events. I welcome your input in developing the next blend of professional development programming. If you have suggestions for new topics or want to have another taste of something brewed up this year, be sure to let me know. Send your input to me at leader@wright.edu. Thanks again to all of you who attended these meetings — coffee breaks are always better with good company and great colleagues!
— Stephanie Goodwin, Program Director

Keys to Academics’ Success:
Mentoring - September 2012

The next Keys to Academics’ Success will be held in September and will focus on mentoring. Presentations will include “how to” sessions for mentors and mentees, information on implementing successful mentoring programs, and panel discussions with experts. More information coming soon.

Wouldn’t You Like to be a LEADER Too?

The LEADER Consortium is developing a number of policy initiatives, programs and activities. Participation and inclusivity are key to our values and mission, and to that end, we welcome participation and suggestions from across the academy.

Lend your talents and be a leader for equity in the academy by joining a committee, suggesting programs/events, or just voicing your concerns. We’re here to help you make a difference. For more information, contact the LEADER Office at: leader@wright.edu.

Coming Soon
The Faculty Success Network

You asked for it and we’re delivering—a virtual social network for faculty to communicate and collaborate online. This web-based tool will afford opportunities to join in discussion forums, create special interest groups, develop and share blogs, and much, much more.

Invitations to join the Faculty Success Network coming this fall.

Contact the Consortium

Stephanie A. Goodwin, Ph.D.
Program Director
LEADER Consortium
3640 Colonel Glenn Hwy.
Dayton, OH 45435
Phone: 937-775-4517
E-mail: leader@wright.edu

June 2012

June LEADER Events

<table>
<thead>
<tr>
<th>Sun</th>
<th>Mon</th>
<th>Tue</th>
<th>Wed</th>
<th>Thu</th>
<th>Fri</th>
<th>Sat</th>
</tr>
</thead>
<tbody>
<tr>
<td>28</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Leaders Retreat.** Invited participants and the core LEADER Team will convene to reflect on the year and discuss the LEADER Consortium’s Strategic Plan for 2012-13.

Summer Leave

The LEADER Ledger will resume publication in September 2012. We invite reader contributions, including information about upcoming events of interest to STEM faculty. If you would like us to promote your STEM-related event in the Ledger or on our website, e-mail event information to: leader@wright.edu.

View our Events Calendar and Join the Listserv at: www.wright.edu/leader