Programmatic Elements:

Social science research: To evaluate the (changing) environment for women in STEM at the consortium institutions.

Best practices: To evaluate and implement best practices in the recruitment, retention, and advancement of women in STEM at the consortium institutions.

Mentoring, coaching, work/life support: To enhance the work environment and professional opportunities for women STEM faculty and their colleagues.

Programming: To promote regional programming, such as seminars and workshops, and department-based initiatives in support of women in STEM.

NSF ADVANCE seeks to develop systemic approaches to increase the representation and advancement of women in academic STEM careers. The result should be that women who earn STEM degrees look increasingly to academia as a viable career, and that this contributes to the development of a more diverse science and engineering workforce. Institutional Transformation awards, such as those supporting the LEADER consortium, seek to meet the goals of ADVANCE by transforming colleges and universities in ways that promote the recruitment, retention, and success of academic STEM women.

Katharine Wright, sister of Orville and Wilbur, was the only member of the Wright Brothers’ family to complete college. She contributed ideas, funding, and organization to the developing science and business of powered flight and is one of the few American women to be awarded the French Legion of Honor.

For more information:
www.wright.edu/leader
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The LEADER Consortium is a partnership of four diverse institutions in the Dayton, Ohio, region: the Air Force Institute of Technology, Central State University, University of Dayton, and Wright State University. The cultural norms and institutional policies at our partner institutions are as diverse as our histories and demographics, but together we share the same mission and vision.

**MISSION:**
The mission of the LEADER Consortium is to identify, research, and implement best practices to increase the recruitment, advancement, and retention of women in STEM (Science, Technology, Engineering, and Mathematics) at the partner institutions.

**VISION:**
The vision of the LEADER Consortium is for the Dayton region to gain renown as a STEM community that welcomes women scientists and engineers and provides an environment that promotes equity, satisfaction, and success in the academy for all STEM scientists.

**Air Force Institute of Technology**—federal, 800 graduate students—traces its roots to the early days of powered flight. Today, it is the Air Force's graduate school of engineering and management and its key source of continuing education for technical professionals.

**Central State University**—public–minority, 2,000 undergraduate students—is a Carnegie Baccalaureate/Diverse Historically Black College/University (HBCU). An open access institution, Central State emphasizes programs of importance to African American students, including STEM fields, where minorities have traditionally been underrepresented.

**University of Dayton**—private Catholic, 7,000 undergraduate/2,500 graduate students—is a Carnegie RU/H (high research) institution. The University of Dayton was founded in 1850 by the Marianists and, today, is the largest private university in Ohio and a top 10 Catholic institution. STEM units at the university reside in the College of Arts and Sciences and the School of Engineering.

**Wright State University**—public–doctoral, 15,600 undergraduate/4,000 graduate students—is a young, comprehensive public institution, established in 1967. Wright State has a Carnegie classification of RU/H with a mission to transform the lives of its students and the communities it serves. STEM units at Wright State reside in the Colleges of Science and Mathematics, Engineering and Computer Science, and the Boonshoft School of Medicine.

**Together, we aim to conduct a comparative analysis of climate for STEM women across the institutions** and, thereby, identify best practices related to recruitment, retention, and advancement; to initiate implicit bias education and a campaign based on persuasion theory that will promote new norms of expectation and, thereby, facilitate implementation of those best practices; and to implement social contracts across the consortium that promote transparency and accountability for the transformation of the climate leading to recruitment, promotion, and success of STEM women regionally.