

Transforming the Institution One Department at a Time

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Department Enhancement Program (DEP) at Iowa State University

- NSF institutional grant (2006-2011)
- Goal: Change department culture, policies and practices in STEM departments
- Process: Chair interview, focus group interviews by rank
- Outcomes: Department report and action plan generated – average 18.3 action items generated

DEP Follow Up

- Department interviews an average of 6 years after DEP
- Interviews conducted with chairs, ADVANCE professors
- 10/11 DEP departments
- Assessed follow through on action plans

DEP Impact

- Average 13.7 actions taken per department
- Average 76.9% of action items were acted upon

Selected themes of Actions Taken

Theme	Who	What (Examples)
New Practice (74)	Chair (33)	Clarity, P&T, Transparency, Evaluation
	Faculty (38)	Communication, Mentoring, Social, Diverse Hiring
New Structure (41)	Chair (10)	Clarity, Work/Life Balance, P&T, Evaluation, Social
	Faculty (23)	Curriculum, Mentoring, Social, Transparency
	University (5)	Space, Mentoring, Search Training
New Policy/ Procedure (22)	Faculty (16)	Transparency, Mentoring, P&T, Teaching Eval
	University (6)	Mentoring, Faculty Searches, Work/ Life Balance

Selected themes of Action Items

