Examples of Successful
Faculty-Led Departmental Change Efforts

Power and Influence (more equitable, transparent...)
• Create a faculty advisory group to the chair
• Professional development resources for chairs
• Balance the role of gender and seniority in departmental hierarchies

Curriculum and pedagogical reform (Core academic activities)
• Develop new undergraduate courses and minors
• Redefine the role or strategy for the graduate qualifying exams
• Adopting technological and/or interactive/experiential pedagogical techniques
• New program to address needs of diverse student bodies

Culture and norms
• Making expectations for civil (anti-bullying) behavior more explicit
• Discussions aimed at improving culture of respect among faculty
• Preparing/training senior faculty to mentor a diverse student cadre
• Mentoring programs for junior faculty
• Mentoring programs for graduate students
• Broadening what is “sacred” (intellectual excellence, our discipline, objectivity)

“Climate” issues (Social relationships)
• Strategy for achieving greater faculty cohesiveness
• Climate discussion aimed at promoting inclusiveness across race and gender differences
• Establishing new effective communication patterns
• New seminar for bridging sub-specialties
• Creating a sense of community between faculty and graduate students
• Conducting and reviewing survey data on diversity issues in department

Boundary Issues
• Initiating community service projects
• Effort to increase diversity in graduate student admissions
• Seminar to highlight implicit bias in faculty recruitment processes
• New reward systems for interdepartmental affiliations/work
• Discussing and applying the Rackham Review feedback
• Finding out how other departments use search committees