



# TECAID

Transforming Engineering Culture  
To Advance Inclusion And Diversity



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## Purpose & Strategy

For engineers to meet the complex, global challenges of the 21st century, the engineering community must increase its capacity to recognize and incorporate diverse perspectives. We proposed to meet this need by providing faculty-led teams with professional development in diversity, equity and inclusion (DEI)-focused change leadership as a means of creating and sustaining department-specific culture change.

## ME Team Participants

Five university Mechanical Engineering (ME) department teams (faculty, chairs, staff) were selected to participate in TECAID's professional development activities based on their DEI-focused change proposals.



**Michigan Technological University Team**  
Michelle Miller, C.K. Choi, Diane Matt (Original PI-WEPAN), Greg Odegard, Nancy Barr, Bill Predebon



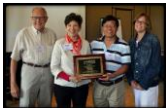
**University of Oklahoma Team**  
Cengiz Altan, Diane Matt (Original PI-WEPAN), Zahed Siddique, Dave Baldwin. Not pictured: Wilson Merchan-Merchan, Rebecca Norris.



**Oregon State University Team**  
Diane Matt (Original PI-WEPAN), Ellen Morsen, Rob Stone, Brady Gibbons, Kendra Sharp, Karl Haapala.



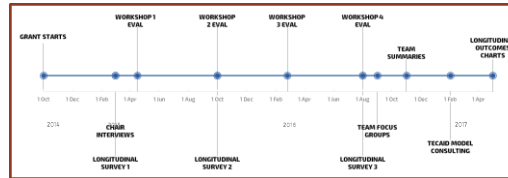
**Purdue University Team**  
Jim Jones, George Chiu, Diane Matt (Original PI-WEPAN), Patricia Davies, Anil Bajaj. Not pictured: Nicole Key.



**Texas Tech University Team**  
Ed Anderson, Diane Matt (Original PI-WEPAN), James Yang, Audra Morse. Not pictured: Jenny Qiu, Charlotte Dunham, Gordon Christopher.

## Project Activities

TECAID PIs and the Kardia Group (DEI-focused, organization change experts) provided "change leadership" support via four 2-day workshops; data-based feedback; a virtual learning community (VLC); clinic-ing sessions; "exemplar" dissemination opportunities; assessment and evaluation activities; and more. The timeline below identifies major TECAID workshops, VLC timeframe between workshops, Model development, and evaluation activities.



- Workshop 1: Awareness Building–Theory, Research, Experience, Culture
- Workshop 2: Hands-On Prioritizing of Change Goals and Change Planning
- Workshop 3: Strategies and Tactics for Testing and Implementing Change
- Workshop 4: Sustaining Change Leadership

## TECAID Model



The TECAID Model for Leading Engineering Department Change in DEI incorporates requirements for cultivating change (ground), key actions to foster growth (tree), and the vision that sustains engagement (sun).

## Outcomes

TECAID professional development provided significant increases in the three primary areas:

### "Head, Heart, Hands" TECAID Outcomes



- ↑ Knowledge and Use of Diversity, Equity and Inclusion (DEI) Concepts
- ↑ Confidence in Leadership Skills
- ↑ DEI Action—Individual & Team

## Resources

Check it out!

[www.WEPAN.org/mpage/TECAID](http://www.WEPAN.org/mpage/TECAID)

- TECAID Model
- TECAID Learning Modules
- TECAID Case Studies
- TECAID Resources



## Acknowledgements



**W** CENTER FOR EVALUATION & RESEARCH FOR STEM EQUITY  
UNIVERSITY of WASHINGTON



*This material is based on work supported by the National Science Foundation under Grant No. EEC-1445076. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.*