

Ana Mari Cauce
July, 2007

UNIVERSITY OF WASHINGTON FACULTY RETENTION TOOLKIT

www.engr.washington.edu/advance/resources/Retention

UWADVANCE
University of Washington Center for Institutional Change



College of Engineering



Faculty Retention Key Ideas



- Talk to your faculty
- Transparency – Take out the guess work
- Supportive networks
- Professional development opportunities
- Monitoring equity

Talk to Your Faculty

- Constructive feedback
- Mentoring
- Informal social networks
- Soliciting comments and feedback from faculty
- Individual needs of faculty – diversity among faculty

Transparency

- Committee membership rotation
- Promotion and tenure process
- Resource access
- Mentoring



Supportive Networks

- Mentoring
- Connecting to a new community
- Flexible and accommodating policies and practices
 - Dual career
 - Family leave
 - Tenure clock extensions
 - Transitional support

Professional Development

- Quarterly workshops for assistant professors
- Professional development consultants
- Monthly informal lunch for SEM women faculty
- Create networking and information sharing opportunities (mentoring for leadership lunches)
- Educate leaders about issues facing women & minority faculty

Monitor Equity

- Committee assignments
- Workload
- Space allocation
- Access to information
- Transparency



Remember: Retention does NOT begin when your faculty gets an outside offer;

You are working on retention EVERY DAY.

For more info:

www.engr.washington.edu/advance/resources/Retention

College of Engineering

