

A Report on ADVANCE Chair Visits

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Department Chair Interviews



- Meetings held with all ADVANCE Chairs between November and February
- In A&S: Denice Denton and Eve Riskin
- In COE: Julie Stein **OR** Susan Jeffords and Eve Riskin
- Discussed how ADVANCE could partner with the departments

Challenges to Chairs



- Non-traditional career paths and interdisciplinary research are hard to evaluate
- Some senior faculty do not value diversity
- Faculty are absent from key faculty meetings
- Some faculty/staff are verbally abusive

Strategies to Improve Culture



- Work with Departments and College P&T committees to value diverse career paths
- Clarify that a faculty role includes attending faculty meetings
- Bring in HR people if necessary to deal with abusive individuals
- Bring in outside consultant if culture is really dysfunctional

What Our Chairs Are Already Doing for New Faculty



- Giving teaching relief at the outset
- Allowing them to repeat courses
- Involving them in the department's strategic plan
- Taking them to lunch to discuss UW procedures and policies

What Our Chairs Are Already Doing for New Faculty (con't.)

- Involving them in group proposals
- Encouraging them to go on “tenure tours”
- Helping them establish key research collaborations at UW

What Our Chairs Are Doing for All Faculty



- Having a point system to ensure fair teaching assignments
- Visiting faculty in their offices to check in
- Encouraging faculty to obtain external visibility (survey papers, education journals, etc.)

What Our Chairs Are Doing for All Faculty (con't.)



- Nominating them for UW and external awards
- Protecting their time!
- Meeting with other chairs to share ideas (COE)

What Our Chairs Are Doing for Graduate Students



- Attending General or Ph.D. final exams to ensure students are treated respectfully
- Conducting exit interviews to assess their UW experience
- Providing future faculty training
- Encouraging excellent women students to enroll in CWD's Faculty-Graduate mentoring program