

UW ADVANCE

University of Washington Center for Institutional Change

Quarterly Leadership Workshops

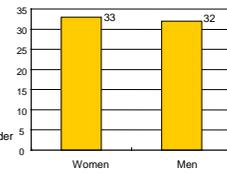
Through half-day quarterly ADVANCE Leadership workshops, department chairs, deans, and other faculty are offered professional development to help them become more effective leaders. These workshops provide recurring opportunities for academic leaders to address issues of equity, leadership, faculty recruitment and advancement, and policy implementation. Issues of importance to women and faculty from underrepresented minority groups are woven into each workshop. To encourage proactive succession planning and leadership development, department chairs bring an emerging leader to the workshops.

Sample Leadership Workshop Topics:

- Dual career hiring process
- Tenure clock extensions
- Getting consensus
- Implicit associations
- Faculty Retention
- Transition from associate to full professor
- Student ratings of SEM women faculty
- Nominating faculty for awards and recognition
- Background and data on faculty of color
- Search committees and recruiting faculty
- Conducting faculty merit reviews



Workshop attendees network during a quarterly leadership workshop

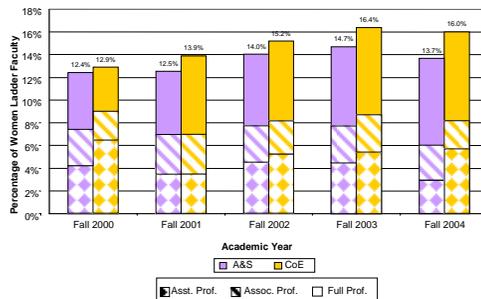


Emerging Leaders by Gender (through Spring 2005)



Junior Faculty attend an ADVANCE-organized Professional Development Workshop. Topic: Time Management

UW ADVANCE Female Ladder Faculty (Percentage) by College



Junior Faculty Professional Development Workshops

For pre-tenure faculty, ADVANCE provides informal lunches, topical workshops, and other opportunities to share resources and information.

Sample Topics:

- Navigating the Tenure Track
- Time Management
- Balancing Research, Teaching and Service
- Mentoring Graduate Students
- Nuts and Bolts of Managing a Lab
- Applying for an NSF CAREER award

Workshop Statistics (April 03 – April 05):
11 workshops
22 speakers
68 total attendees
7-17 faculty at each workshop



Former UW ADVANCE PI Denise Denton leading a Tenure & Promotion workshop



Toolkits for Recruitment and Retention

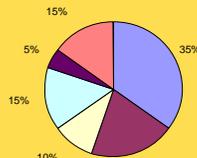
UW Faculty Recruitment Toolkit
www.washington.edu/admin/ooo/forms/ftk_01.html

UW Faculty Retention Toolkit
www.engr.washington.edu/advance/resources/Retention

Mentoring-for-Leadership Lunch Series

The Mentoring-for-Leadership Lunch series encourages women faculty to consider and pursue positions of academic leadership. Each month, a different woman leader discusses her career trajectory and the benefits and challenges of holding an administrative job.

- Dean level
- Associate Dean level
- Dept. chair level
- Vice President/Vice Provost Level
- President Level
- Other



Mentoring-for-Leadership Lunch Series Speaker Profile

Lunch Series Statistics (May 03 – April 05):
20 speakers – 8 external, 12 internal
107 total attendees
52 women have attended more than 1
36 women have attended more than 2
8-20 women attending each lunch

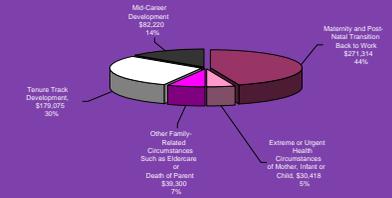


Mentoring for Leadership lunch

Transitional Support Program

The TSP awards grants (ranging from \$5000 - \$27,000) to outstanding SEM faculty (regardless of gender), in the midst of major life transitions, such as the birth or adoption of a child, personal medical needs, family illness, and/or eldercare. The TSP also helps faculty members who need a modest level of support to advance from assistant to associate professor, associate to full professor, or into positions of leadership. Through Winter 2005, 34 grants totaling \$694,544 have been awarded to faculty in 18 of our 21 participating SEM departments. Once awarded grants, recipients are designated as ADVANCE professors.

A scaled-down version of this program has been institutionalized through the Office of the Provost.



Transitions for TSP Awards: Sept. 2001 – June 2004

Some ADVANCE Professors' Success Stories

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|---|---|---|---|
| <p>TENURED!</p>  <p>Miqin Zhang <i>Material Science & Engineering</i></p> |  <p>Christina Mastrangelo <i>Industrial Engineering</i></p> |  <p>Julianne Dalcaanton <i>Astronomy</i></p> | <p>PROMOTED TO FULL!</p>  <p>Loyce Adams <i>Applied Mathematics</i></p> |
| <p>RECEIVED MAJOR NSF GRANT!</p>  <p>Lyatt Jaegle <i>Atmospheric Sciences</i></p> |  <p>Laura Lowes <i>Civil & Environmental Engineering</i></p> |  <p>Kristi Morgansen <i>Aeronautics and Astronautics</i></p> | |
| <p>APPOINTED TO POSITION OF LEADERSHIP!</p>  <p>P. Dee Boersma <i>Biology</i></p> |  <p>Liz VanVolkenburgh <i>Biology</i></p> |  <p>Anne Steinemann <i>Civil & Environmental Engineering</i></p> |  <p>Karen Goldberg <i>Chemistry</i></p> |



NSF ADVANCE

Goal:

Increase the participation of women in the science, engineering, and mathematics (SEM) workforce through the increased representation and advancement of women in academic SEM careers

UW ADVANCE Foci:

- Leadership Development
- SEM Departmental Cultural Change
- UW Policy Transformation
- Mentoring Women for Leadership
- Transitional Support for Faculty in SEM
- Visiting Scholars Program



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