

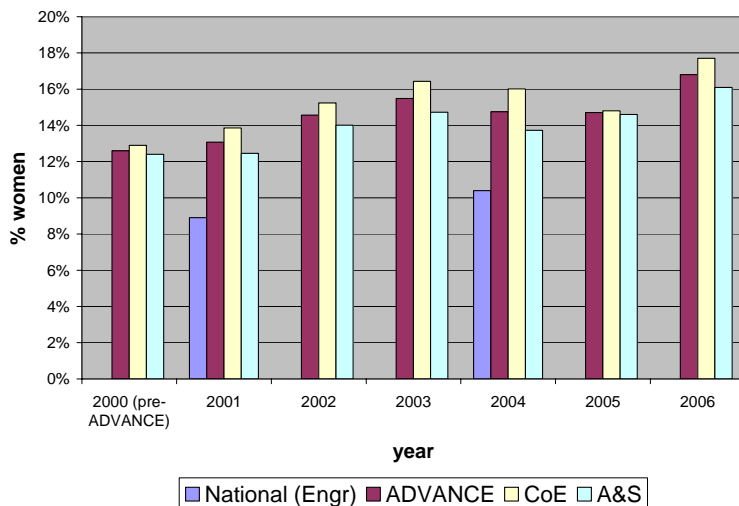
## Results from and Impact of the University of Washington ADVANCE Center for Institutional Change

FUNDING AGENCY: National Science Foundation  
FUNDING LEVEL: \$3.75M grant  
October 2001-September 2007

**OBJECTIVE** To create a campus in which all SEM departments are thriving, all faculty are properly mentored, the diversity among faculty are recognized, and every SEM faculty member is achieving his or her maximum potential.

**CONSTITUENTS** 21 SEM departments – 10 in the College of Engineering and 11 in the College of Arts and Science, Science Division. The College of Ocean and Fishery Sciences and the Information School are informal partners. (Note: original 19 departments were 10 engineering and 9 science departments.)

### SEM WOMEN LADDER FACULTY AT UW (19 ORIGINAL ADVANCE DEPARTMENTS)

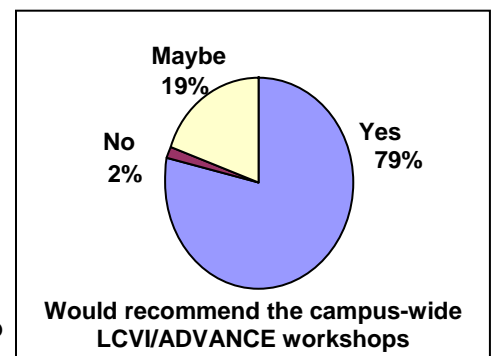


### INCREASING WOMEN FACULTY REPRESENTATION IN ADVANCE DEPARTMENTS (ORIGINAL 19 DEPTS)

- **28.3% increase in the number of tenured or tenure-track women faculty (60 to 77)** (Fall 2001 to Fall 2006)
- **17.8% increase in number of women full professors (28 to 33)** (Fall 2001 – Fall 2006).
- Through AY04-05, **more than 37% of the women in the faculty interview pool were offered positions**, resulting in 16 new women faculty through Fall 2004.
- ADVANCE CIC staff has met with over 25 women faculty candidates

### SIGNATURE INITIATIVES

- ◆ **Quarterly Leadership Workshops for UW Department Chairs and Emerging Leaders**  
([www.engr.washington.edu/advance/workshops/](http://www.engr.washington.edu/advance/workshops/))
  - 14 quarterly leadership workshops offered (11/02 – 3/07)
    - Average attendance: 76.5% of department chairs invited
    - 30 topics offered. Topic ratings ranged from 3.6 – 5.0, with a mean of 4.35 (scale 1-5, 5=excellent)
    - 98 emerging leaders (46 women) attended at least 1 workshop
  - AY06-07 workshops expanded campus-wide via LCVI (see graph)
    - 238 attendees in 6 LCVI/ADVANCE workshops
- ◆ **Annual Two-Day National Leadership Workshop for SEM Department Chairs and Emerging Leaders**  
([www.engr.washington.edu/lead/](http://www.engr.washington.edu/lead/))
  - In 3 workshops, have had 160+ participants (including 30 different speakers) representing 60+ institutions from 31 states, the Virgin Islands and British Columbia
  - In 2006 received a \$500,000 NSF ADVANCE PAID grant to continue workshops through 2009. Workshops now called LEAD: Leadership Excellence for Academic Diversity
- ◆ **Faculty Professional Development Workshops**
  - 103 participants (60% women) in 18 workshops (4/03 – 4/07)
  - As a result of participating in the workshops, 96% of evaluation respondents said they have a greater sense of community at UW and 91% have learned strategies to balance teaching, research, and service
  - Most helpful workshop elements: focusing on specific professional development issues (72%); networking (60%); and learning strategies and tools for career success from senior faculty (60%)



◆ **Mentoring-for-Leadership Lunch Series for Women Faculty (5/03 – 9/07)**

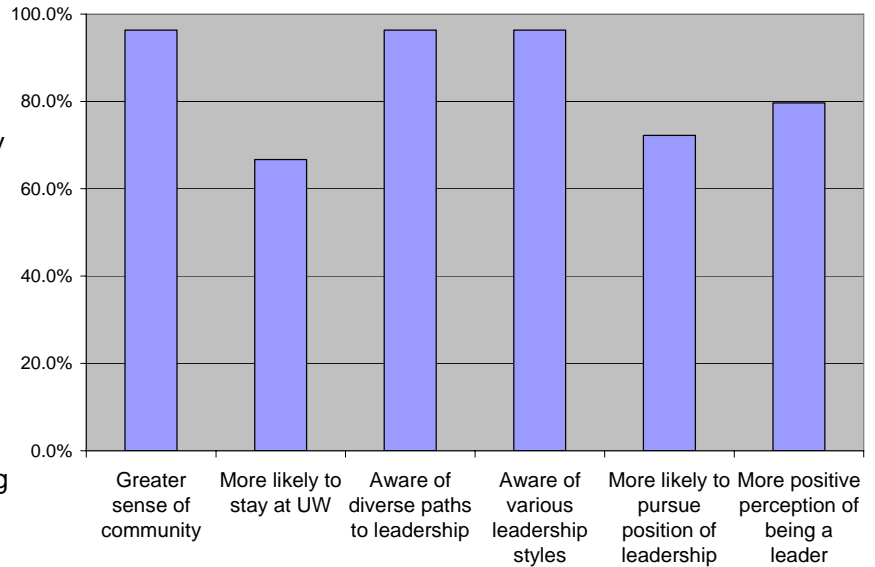
- 54 speakers (23 external & 31 internal women leaders)
- 120+ women participants; Majority have attended 1+ events
- Program duplicated at Boston University

◆ **Transitional Support Program (TSP) Grants**

- 51 TSP awards, totaling \$938,834; 42 women and 6 men awardees
- Campus-wide TSP available for emergencies
- Awardees reported impact of TSP
  - 87.5% able to continue work started with TSP
  - 57.5% increased/maintained ability to perform tenure-track duties during award period
  - 61.0% maintained/accelerated research progress

- Sample outcome: A faculty member stated the \$20,000 TSP grant was integral to the \$774,000 she subsequently received from the NSF, and to her tenure and promotion to Associate Professor.

**Mentoring-for-Leadership Series Evaluation (N = 54)**  
Percent of respondents reporting “agree” or “strongly agree”



**GENERAL BEST PRACTICES AND STRENGTHS**

- ◆ TSP saves careers
- ◆ Peer-led professional development
- ◆ Highly functional core team
- ◆ Campus and national resource
- ◆ Community builder
- ◆ Use targeted content
- ◆ Address broader faculty issues, not just ‘women’ issues
- ◆ Steady drumbeat of activities (but not too much)
- ◆ Strategically offer faculty professional development
- ◆ Meet with women faculty when they interview and after they arrive on campus

**DISSEMINATION AND NATIONAL PRESENCE**

- ◆ 10+ conference papers and 8 journal papers, book chapters, program descriptions, and commentaries (See [http://www.engr.washington.edu/advance/resources/#other\\_resources](http://www.engr.washington.edu/advance/resources/#other_resources) for partial listing and links)
- ◆ 60+ conference/workshop panels and presentations
- ◆ 10+ magazine and newspaper article interviews
- ◆ **Faculty Retention Toolkit** ([www.engr.washington.edu/advance/resources/Retention/index.html](http://www.engr.washington.edu/advance/resources/Retention/index.html))
- ◆ **Faculty Recruitment Toolkit** ([www.washington.edu/admin/acadpers/procedures/search\\_and\\_hire/aa\\_recruitment\\_toolkit.html](http://www.washington.edu/admin/acadpers/procedures/search_and_hire/aa_recruitment_toolkit.html))

**AWARDS AND RECOGNITION**

- ◆ Eve Riskin - 2007 University of Washington David B. Thorud Leadership Award
- ◆ Joyce Yen – 2007 College of Engineering Professional Staff Innovator Award
- ◆ Eve Riskin - 2006 IEEE Hewlett-Packard/Harriet Rigas Award
- ◆ Eve Riskin - first WEPAN University Change Agent Award, 2006
- ◆ Joyce Yen - 2004 Outstanding Young Alumni Award from the University of Nebraska-Lincoln

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