

Culture and Climate Change at the University of Washington

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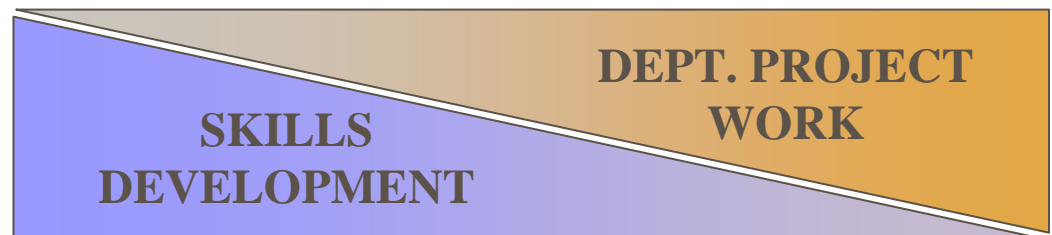
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Faculty Recruitment and Retention

- Badge of Honor – number of women faculty interviewed and made offers
- Deans no longer have to “beat up” chairs on diversity
- ADVANCE as resource – meeting candidates
- Raising issues during conversations with candidates

Cross-Department Cultural Change Program

- Changes in faculty behavior
 - View of themselves
 - View of others
 - View of relationships
 - Interactions with faculty, staff, and students
- New skills used on a daily basis
- Engaging others in department
- Guided experience with department project



Department Transformation Grants

- Scaled-down version of Michigan's DTG program
- Gives ownership to departments
- Encourage entire department's engagement
 - Math's ADVANCE colloquium series
- Raises awareness
- Institutionalization of concept
 - Biology's Uncommon Leaders series