

University of Washington

ADVANCE Leadership Workshop

Tuesday, May 13, 2003

9:00 a.m. – 12:30 p.m.

HUB 200ABC

- I. **Welcome and Introduction – *Dean Denice Denton*** (9:00 – 9:10 a.m.)
- II. **Research on Student Ratings of STEM Women Faculty – *Angela Linse*, CELT and *Angela Ginorio*, Associate Professor, Women's Studies** (9:10 – 10:10 a.m., including breakout).

Break-out Question: What difference does this make to promotion and tenure and merit reviews?

BREAK (10:10 – 10:25 a.m.)

- III. **Providing Feedback and Delivering Bad News – *Denice Denton* and *Julie Stein*, Divisional Dean of Research, College of Arts & Sciences** (10:25 – 11:40 a.m., including breakout).

Break-Out Scenarios

Pick a situation below (or one of your own) and from your perspective as chair, discuss how you would deliver this news to faculty in your department. We will ask you to act out your scenario to the group.

- A) The department vote on an assistant professor was negative.
- B) A senior faculty member who was recently denied a competitive offer raise is refusing to do any service or even attend faculty meetings and faculty candidate talks.
- C) A professor suffering from salary inversion was not given a large raise in the next round of raises.
- D) A professional staff person has not been performing well and you are hearing complaints from your faculty.

- IV. **Reporting Out** (11:40 a.m. – Noon)
- V. **Networking Lunch** (Noon – 12:30 p.m.)