

UW Cross Department Cultural Change Program



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UWADVANCE

University of Washington Center for Institutional Change

UW ADVANCE Objectives

- Conduct research on issues important to UW women faculty in science, engineering, and mathematics (SEM)
- **Undertake institutional transformation to enhance the environment for women faculty in SEM**
- Support participation by and advancement of women in SEM
- Increase the numbers of women in leadership positions in SEM
- Focus on the diversity among women in SEM and design programs with this diversity in mind

Center for Institutional Change (CIC)

- Leadership development for current chairs
- **SEM department cultural change**
- Policy transformation
- Mentoring women in SEM for leadership
- Transitional Support Program for SEM faculty
- Visiting Scholars Program

Departmental Cultural Change Implementation



- Department Transformation Grant – NEXT
DEADLINE: MAY 30, 2004
 - Create opportunities for women and minorities
 - Departmental cultural change – assessment and solutions
- Faculty Recruitment Toolkit
- Faculty Retention Toolkit
- **Cross-Department Cultural Change Program (CDCCP)**

CDCCP Goals

- Help departments ...
 - Enrich communication
 - Enhance collaborations
 - Seek and utilize diversity more effectively
 - Improve faculty recruitment and retention
- Foster a positive and inclusive environment for all to create a more vibrant and fulfilling intellectual community

University of Washington

ADVANCE Departments

■ All College of Engineering departments:

- Aeronautics & Astronautics
- Bioengineering
- Chemical Engineering
- **Civil & Environmental Engineering**
- Computer Science & Engineering
- Electrical Engineering
- Industrial Engineering
- **Materials Science & Engineering**
- **Mechanical Engineering**
- Technical Communication

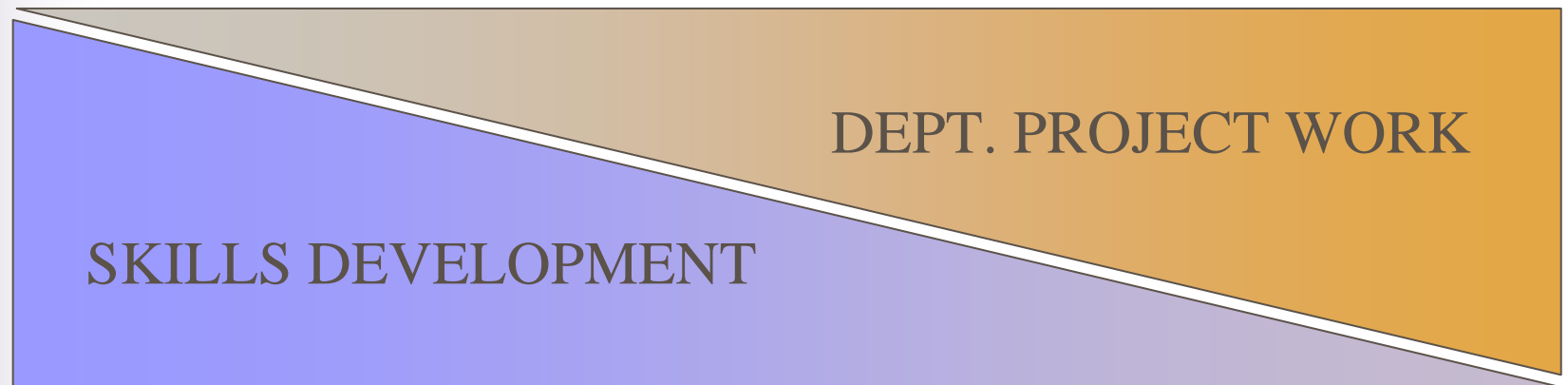
■ Nine College of Arts and Sciences departments:

- Applied Mathematics
- Astronomy
- Atmospheric Sciences
- **Biology**
- Chemistry
- Earth and Space Sciences
- Mathematics
- Physics
- Statistics

CDCCP Structure

- 4-6 departments (cross colleges)
- Dept. chair and two faculty members
 - Coaching for selection of faculty to join
 - Not the choir
 - Increase critical mass
 - Have influence
- Regular gatherings (2-3 hours each)
 - Monthly
 - Six months

CDCCP Approach



Sample session topics:

- Communications Skills
- MBTI
- Reducing/Eliminate Conflict
- Creating and sustaining cultural change
- What would the ideal department look like, sound like, feel like?
- What is your department currently?
- What is the gap?