

Eligible Departments

College of Engineering

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

College of Arts and Sciences

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

Contacts

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In addition to the
Department Transformation Grant,
UW ADVANCE is pleased
to offer departments
this opportunity
to work together
on improving
the climate and culture
within each of their departments
through the CDCCP.

UWADVANCE

Cross- Department Cultural Change Program

UW ADVANCE www.engr.washington.edu/advance

December 2003

Context

The world of higher education has changed significantly over the past quarter-century. While the academy is evolving, growing and changing with the world around it, these changes are not always desired or easy to respond to.

Faculty face many pressures today. We must keep abreast of new technology, create innovative paths for learning, and remain on the cutting edge of research. As we continually work to achieve higher levels of excellence in teaching and scientific inquiry, we are faced with increasing demands. We are expected to produce more with less and, at the same time, we feel the pressure to increase research dollars received.

Those of us in leadership positions face even greater pressures in our efforts to help colleagues achieve their highest potential both as individuals and as teams while, at the same time, encouraging a positive department climate and inclusive culture.

ADVANCE programs are focused particularly on women faculty. Nonetheless, the ADVANCE leadership is currently examining all components of academic culture in order to positively impact climate at all organizational levels.

Goals

This Program is designed to help departments enrich communication, enhance collaboration, seek and utilize diversity more effectively, and improve faculty recruitment and retention.

The Cross-Department Cultural Change Program (CDCCP) is further intended to encourage more effective peer mentoring and collegiality, to foster a positive and inclusive environment, and thus to create a more vibrant and fulfilling intellectual community.

The CDCCP will support department chairs and their faculty in addressing and improving the quality of life for each faculty member in the department. To this end, the following information outlines the Program structure and approach.

Structure

Four departments will comprise the first cohort. Each invited department chair, in conjunction with ADVANCE, will select two faculty members from her/his department to join the chair in the Program.

Respecting the busy lives of faculty, we anticipate that most of the preparation for the cultural change work will be done in the sessions. Program sessions will be high participation with faculty working in small groups during each session.

Session Information:

- 6 sessions: approximately once a month for six months
- 2-3 hours per session (with lunch)
- Scheduled department and/or one-on-one coaching following each session

Approach

The CDCCP approach will include both exploration of cultural change concepts and acquisition of related individual and leadership skills. Concurrently, these concepts and skills will be used to create and implement specific initiatives to improve the climate for everyone in the department.

The cultural change curriculum has been developed specifically to address the needs of science and engineering departments at UW. Features of the Program include incorporating strategies in response to the developing needs of the group and providing in-depth coaching regarding implementation.

Sample Session Topics

- Communication Skills for Increased Understanding and Collaboration
- Reducing and Preventing Unnecessary Conflict
- Creating and Sustaining Cultural Change

Facilitator

ADVANCE Visiting Scholar Chris Loving has been visiting UW since May 2003 to listen to department chair and faculty concerns. This Program is the outgrowth of those conversations. Chris will be leading the CDCCP sessions and assisting in the implementation of the cultural change strategies. Chris has worked in higher education at the University of Michigan, Washington University, Northwestern University, and others for over 25 years, with a specialty in science and engineering culture.