

UW ADVANCE

University of Washington **Center for Institutional Change**

October 2001-September 2006

www.engr.washington.edu/advance



College of Engineering



The Bottom Line and Diversity

- **Catalyst study connecting gender diversity and financial performance for 353 Fortune 500 companies (5 industries)**
- **Measured Return on Equity (ROE) and Total Return to Shareholders (TRS)**
- **Companies with highest representation of women on their top mgmt. teams**
 - **35.1% higher ROE**
 - **34% higher TRS**
- **http://www.catalystwomen.org/publications/executive_summaries/financialperformance.pdf**

NSF ADVANCE Goal

- **Increase the participation of women in the science, engineering, and mathematics (SEM) workforce through the increased representation and advancement of women in academic SEM careers**

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 diversity among women in SEM and design programs with this diversity in mind**

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**
- **9 College of Arts and Sciences departments:**
 - **Applied Mathematics**
 - **Astronomy**
 - **Atmospheric Sciences**
 - **Biology**
 - **Chemistry**
 - **Earth and Space Sciences**
 - **Mathematics**
 - **Physics**
 - **Statistics**

ADVANCE CIC Focus Areas

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

Leadership development for current chairs & deans in SEM

- **Build ownership for advancement of women in SEM among current and emerging UW leaders**
- **Educate SEM department chairs, associate chairs, and faculty leaders about issues affecting women**
- **Develop accountability networks for institutional change to ensure advancement of women in SEM**



Leadership Development Implementation

- Quarterly half-day workshops for deans, department chairs, and emerging leaders
- Presence of emerging leaders helps develop the next generation of academic leaders
- Assistance with faculty searches
- National Leadership Workshop to be held July 8-9, 2004
- Mentoring-for-Leadership Lunch Series

Leadership Workshop Structure

- Chair-led case studies on topics chairs face day to day
- Science and Engineering departments – cross college boundaries



Leadership Workshops

- **The chairs and emerging leaders are very engaged**
- **Chairs are thinking about the issues**
- **Chairs are actively recruiting women**



Leadership Workshop Topics and Evaluations (out of 5.0)

- Dual Career Hires (4.6)
- Transition from Associate to Full Professor (4.6)
- Faculty Development Opportunities (4.4)
- Dealing with Difficult Faculty (4.4)
- Student Ratings of STEM Women Faculty (4.1)
- Feedback and Delivering Bad News (4.5)
- Family Leave and Tenure Clock Extensions (4.9)
- Nominating your Faculty for Awards and Recognition (5.0)
- Building Consensus among Your Faculty (4.6)
- Building Job Offers (4.8)
- Background and Data on Underrepresented Faculty (4.9)
- Implicit Association Test (4.2)
- Recruiting for Diversity (4.5)

Sample Evaluation Comments

- **“Great workshop. Useful to bring issues to the forefront in a positive way to chairs who can actually make changes.”**
- **“Shared anecdotes helped elucidate commonalities (we are not alone!)”**

