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FACULTY RETENTION AND THE UNIVERSITY OF WASHINGTON FACULTY RETENTION TOOLKIT

www.engr.washington.edu/advance/resources/Retention

UWADVANCE
University of Washington Center for Institutional Change

College of Engineering

UNIVERSITY OF WASHINGTON

Faculty Retention Key Ideas

- ◈ Talk to your faculty

- ◈ Transparency – Take out the guess work

- ◈ Supportive networks

- ◈ Professional development opportunities

- ◈ Monitoring equity

Talk to Your Faculty

◈ Constructive feedback

◈ Mentoring

◈ Informal social networks

◈ Soliciting comments and feedback from faculty

◈ Be attentive to your colleagues – make it comfortable for them to share information with you

◈ Individual needs of faculty – diversity among faculty

Transparency

◈ Committee membership rotation

◈ Promotion and tenure process

◈ Resource access

◈ Mentoring

Supportive Networks

◈ Mentoring

◈ Connecting to a new community

◈ Flexible and accommodating policies and practices

  ◆ Dual career

  ◆ Family leave

  ◆ Tenure clock extensions

  ◆ Transitional support

Professional Development

◈ Quarterly workshops for assistant professors
◈ Professional development consultants

◈ Monthly informal lunch for SEM women faculty
◈ Create networking and information sharing opportunities (mentoring for leadership lunches)
◈ Educate leaders about issues facing women & minority faculty

Monitor Equity

◈ Committee assignments

◈ Workload

◈ Space allocation

◈ Access to information

Faculty Retention Best Practices

1. Systemically monitor decisions
2. Encourage transparency in operations
3. Encourage supportive environment
4. Recognize all contributions
5. Use resources to recruit and retain
6. Recruit and support diverse faculty
7. Offer faculty professional development
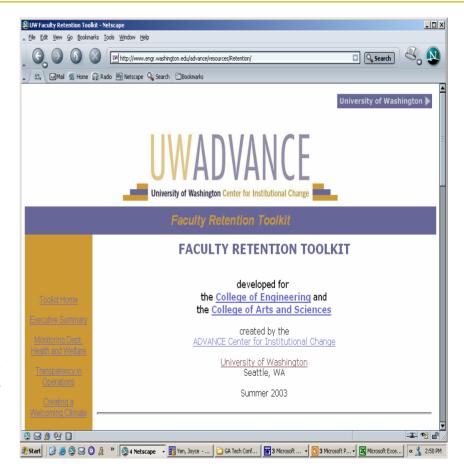8. Advocate flexible and accommodating policies
9. Query faculty

Resources

◈ UW Faculty Recruitment Toolkit

www.washington.edu/admin/ eoo/forms/ftk_01.html

◈ UW Faculty Retention Toolkit

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