A Report on ADVANCE Chair Visits

February 27, 2003

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Department Chair Interviews

- Meetings held with all ADVANCE Chairs between November and February
- In A&S: Denice Denton and Eve Riskin
- In COE: Julie Stein OR Susan Jeffords and Eve Riskin
- Discussed how ADVANCE could partner with the departments
Challenges to Chairs

- Non-traditional career paths and interdisciplinary research are hard to evaluate
- Some senior faculty do not value diversity
- Faculty are absent from key faculty meetings
- Some faculty/staff are verbally abusive
Strategies to Improve Culture

- Work with Departments and College P&T committees to value diverse career paths
- Clarify that a faculty role includes attending faculty meetings
- Bring in HR people if necessary to deal with abusive individuals
- Bring in outside consultant if culture is really dysfunctional
What Our Chairs Are Already Doing for New Faculty

- Giving teaching relief at the outset
- Allowing them to repeat courses
- Involving them in the department’s strategic plan
- Taking them to lunch to discuss UW procedures and policies
What Our Chairs Are Already Doing for New Faculty (con’t.)

- Involving them in group proposals
- Encouraging them to go on “tenure tours”
- Helping them establish key research collaborations at UW
What Our Chairs Are Doing for All Faculty

- Having a point system to ensure fair teaching assignments
- Visiting faculty in their offices to check in
- Encouraging faculty to obtain external visibility (survey papers, education journals, etc.)
What Our Chairs Are Doing for All Faculty (con’t.)

- Nominating them for UW and external awards
- Protecting their time!
- Meeting with other chairs to share ideas (COE)
What Our Chairs Are Doing for Graduate Students

- Attending General or Ph.D. final exams to ensure students are treated respectfully
- Conducting exit interviews to assess their UW experience
- Providing future faculty training
- Encouraging excellent women students to enroll in CWD’s Faculty-Graduate mentoring program