UW Cross Department
Cultural Change Program

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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?

DEPT. PROJECT WORK

SKILLS DEVELOPMENT

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