

UWADVANCE

University of Washington Center for Institutional Change

INSTITUTIONAL TRANSFORMATION GRANT

OCTOBER 2001 - SEPTEMBER 2007

FUNDING AGENCY: NATIONAL SCIENCE FOUNDATION | FUNDING LEVEL: \$3.75 MILLION

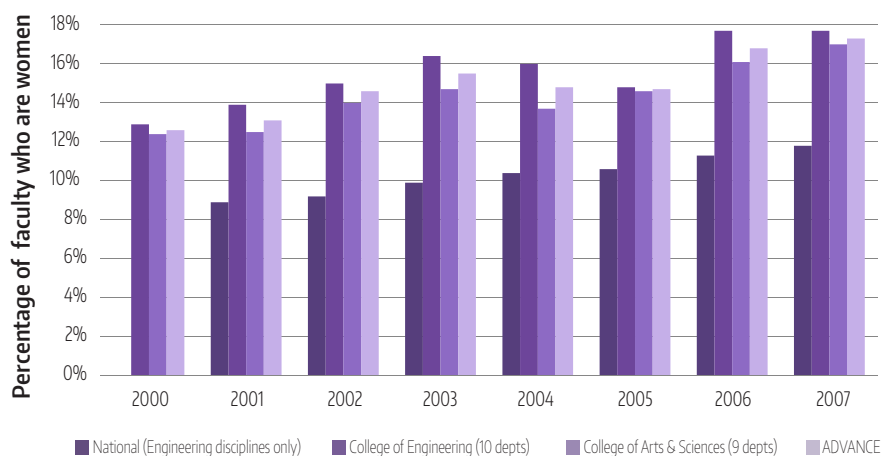
CONTEXT

The UW ADVANCE Center for Institutional Change is a campus and national resource for best practices in academic leadership development, cultural change and policy transformation, and increasing the advancement and number of women faculty in STEM fields. Our objective is to create a diverse, thriving campus in which all faculty in science, technology, engineering and mathematics (STEM) receive the proper support, flexibility and recognition to achieve her or his maximum potential.

UW ADVANCE was originally established with a \$3.75 million ADVANCE Institutional Transformation grant from the National Science Foundation. The grant ran from 2001 to 2007, which supported SEM departments in the College of Engineering and the College of Arts and Science, Science Division. (Note: UW ADVANCE originally collected information in 19 departments: 10 engineering and 9 science departments.)

SEM Women Ladder Faculty At UW

19 ORIGINAL ADVANCE DEPARTMENTS



FROM FALL 2001 TO FALL 2006...

- **28.3%** increase in number of tenured or tenure-track women faculty (60 to 77).
- **17.8%** increase in number of women full professors (28 to 33).
- **29** new women faculty were hired in ADVANCE departments.

DISSEMINATION & NATIONAL PRESENCE

OCTOBER 2001 - SEPTEMBER 2007

- 10+ conference papers and 8 journal papers, book chapters, program descriptions, and commentaries (See www.engr.washington.edu/advance/resources/ for partial listing and links)
- 60+ conference/workshop panels and presentations
- 10+ magazine and newspaper article interviews
- Faculty Retention Toolkit (<https://advance.washington.edu/resources/docs/Faculty%20retention%20Toolkit.docx>)
- Faculty Recruitment Toolkit (<http://www.washington.edu/diversity/avpfa/toolkit/index.shtml>)

INVESTIGATORS

Principal Investigator:
Ana Mari Cauce

Former Principal Investigator:
Denice Denton

Co-Principal Investigators:
Ron Irving **Suzanne Brainard**
Eve Riskin **Joyce Yen**

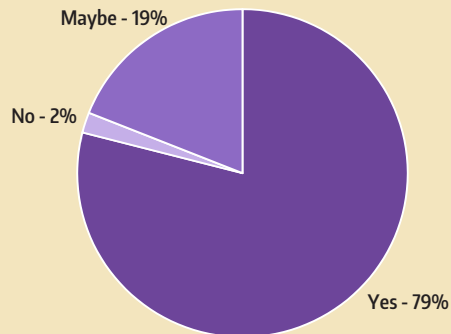
Former Co-Principal Investigators:
Nancy Barcelo
David Hodge

IMPACT OF UW ADVANCE IT GRANT SIGNATURE INITIATIVES

QUARTERLY LEADERSHIP WORKSHOPS FOR DEPARTMENT CHAIRS AND EMERGING LEADERS (11/2002 - 3/2007)

- 14 quarterly leadership workshops offered (11/02 - 3/07)
 - Average attendance: 76.5% of department chairs invited
 - 30 topics offered. Topic ratings ranged from 3.6 – 5.0, with a mean of 4.35 (scale 1-5, 5=excellent)
 - 98 emerging leaders (46 women) attended at least 1 workshop
- AY06-07 workshops expanded campus-wide (see graph)
 - 238 attendees in 6 workshops

Would recommend the campus-wide ADVANCE Workshop



FACULTY PROFESSIONAL DEVELOPMENT WORKSHOPS (4/2003 - 4/2007)

- 103 participants (60% women) in 18 workshops
- As a result of participating in the workshops, 96% of evaluation respondents said they have a greater sense of community at UW and 91% have learned strategies to balance teaching, research, and service
- Most helpful workshop elements: focusing on specific professional development issues (72%); networking (60%); and learning strategies and tools for career success from senior faculty (60%)

ANNUAL TWO-DAY NATIONAL LEADERSHIP WORKSHOP FOR SEM DEPARTMENT CHAIRS & EMERGING LEADERS (06/2004 - 09/2007)

- In 3 workshops, have had 160+ participants (including 30 different speakers) representing 60+ institutions from 31 states, the Virgin Islands and British Columbia.
- In 2006 received a \$500,000 NSF ADVANCE PAID grant to continue workshops through 2009. Workshops now called LEAD: Leadership Excellence for Academic Diversity

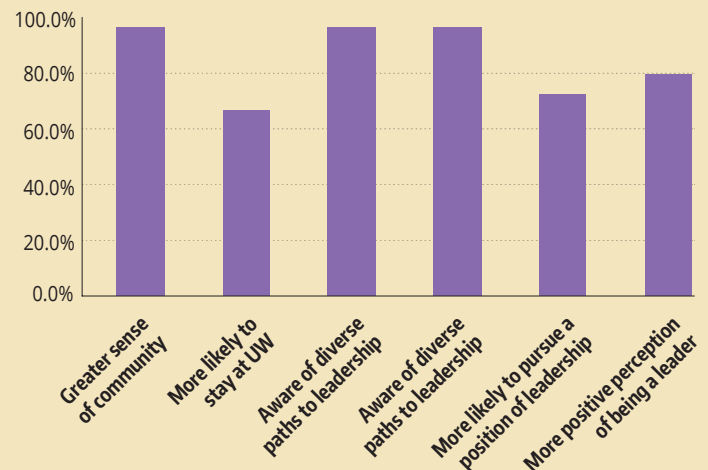
TRANSITIONAL SUPPORT PROGRAM (TSP) GRANTS (10/2001 - 9/2007)

- 51 TSP awards, totaling \$938,834; 42 women and 6 men awardees
- Awardees reported impact of TSP
 - 87.5% able to continue work started with TSP
 - 57.5% increased/maintained ability to perform tenure-track duties during award period
 - 61.0% maintained/accelerated research progress
- Sample outcome: A faculty member stated the \$20,000 TSP grant was integral to the \$774,000 she subsequently received from the NSF, and to her tenure and promotion to Associate Professor.

MENTORING-FOR-LEADERSHIP LUNCH SERIES FOR WOMEN FACULTY (5/2003 - 9/2007)

- 103 participants (60% women) in 18 workshops (4/03-4/07)
- As a result of participating in the workshops, 96% of evaluation respondents said they have a greater sense of community at UW and 91% have learned strategies to balance teaching, research, and service
- Most helpful workshop elements: focusing on specific professional development issues (72%); networking (60%); and learning strategies and tools for career success from senior faculty (60%)

Mentoring-for-Leadership Series Evaluation (N=54)
% respondents reporting "agree" or "strongly agree"



GENERAL BEST PRACTICES & STRENGTHS

- TSP saves careers
- Peer-led professional development
- Highly functional core team
- Campus and national resource
- Community builder
- Use targeted content
- Address broader faculty issues, not just 'women' issues
- Steady drumbeat of activities (but not too much)
- Strategically offer faculty professional development
- Meet with women faculty when they interview and after they arrive on campus