

NSF ADVANCE PI meeting
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Executive Summary for the University of Washington

Climate and Culture Change at the University of Washington

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We will describe the impact of three strategies to bring about climate and culture change: (1) strategies around faculty recruitment and retention, (2) cross-department cultural change program, and (3) department transformation grants modeled after the University of Michigan's successful program. Each of these efforts targets a different subset of the faculty while ultimately aiming for department-wide impact. Sample changes include the fact that it has become a badge of honor for our department chairs to recruit and hire women faculty; new communication skills which have impacted how faculty view themselves, others, relationships, and interactions in the department; and expanded department involvement in department transformation initiatives.