



NSF ADVANCE PI meeting  
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Washington, DC

Executive Summary for the University of Washington

**Working with Dept. Chairs at the University of Washington**

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We will describe the impact of three strategies to work with department chairs: (1) quarterly leadership workshops, (2) cross-department cultural change program, and (3) one-on-one meetings with department chairs. After three-and-a-half years working with ADVANCE, we have noticed a huge shift in the attitudes of department chairs. They value the hand-on, practical, and strategy-focused nature of the programs which offer uninterrupted blocks of time to focus on improving their departments in consultation with other chairs and experts around campus. Our department chairs have become advocates for institutionalizing ADVANCE after the life of the grant.