

University of Washington  
NSF ADVANCE Project  
Center for Institutional Change  
(<http://www.engr.washington.edu/advance>)  
October 2001-September 2006

**ADVANCE Dissemination for Oct 2002-June 2004**

Last updated: 6/23/04

**JOURNAL PUBLICATIONS**

- TSP paper -- forthcoming

**CONFERENCE PAPERS AND PRESENTATIONS**

- “ADVANCEing Women Faculty at the University of Washington” Joyce Yen. *INFORMS (Institute for Operations Research and Management Science) 2004 Annual Conference*. Denver, CO. October 2004.
- “Mentoring for Academic Leadership: Career Paths and Choices” Denice D. Denton. *PAESMEM/Stanford School of Engineering Workshop on Mentoring in Engineering*. Stanford, CA. June 2004.
- “Mentoring Programs at the University of Washington” for the Mentoring Support: National and Local Resources for Mentoring Panel. Suzanne G. Brainard. *PAESMEM/Stanford School of Engineering Workshop on Mentoring in Engineering*. Stanford, CA. June 2004.
- “Part-Time Faculty Careers at the University of Washington.” Kate Quinn. *Sloan MIT Forum: Careers in the Academy*. Cambridge, MA, May 2004.
- WEPAN (Women in Engineering Programs and Advocates Network) Conference
  - “Leadership Development Workshops for Department Chairs” Joyce W. Yen, Sheila Edwards Lange, Eve A. Riskin, and Denice D. Denton. *WEPAN 2004 Conference Proceedings*. Albuquerque, NM. June 2004
  - “Part-time Tenure-Track Policies: Assessing Utilization” Kate Quinn, Sheila Edwards Lange, and Eve A. Riskin. *WEPAN 2004 Conference Proceedings*. Albuquerque, NM. June 2004
  - “Implementing a Transitional Support Program” Sheila Edwards Lange, Eve A. Riskin, Suzanne G. Brainard, and Denice D. Denton. *WEPAN 2003 Conference Proceedings*. Chicago, IL. June 2003
- NSF ADVANCE National Conference
  - “Promotion and Tenure at the University of Washington” Eve Riskin. *Georgia Tech NSF ADVANCE National Conference*. Atlanta, GA. April 2004
  - “Family/Work Policies and Practices: The UW Experience.” Kate Quinn, Sheila Edwards Lange, Eve Riskin, and Joyce Yen. *Georgia Tech NSF ADVANCE National Conference*. Atlanta, GA. April 2004
  - “Strategies to Diversify Faculty and Staff Ranks” Denice Denton. *Georgia Tech NSF ADVANCE National Conference*. Atlanta, GA. April 2004
  - “UW’s Cross Department Cultural Change Program” Joyce Yen. *Georgia Tech NSF ADVANCE National Conference*. Atlanta, GA. April 2004

- “UW Faculty Retention Toolkit” Joyce Yen. *Georgia Tech NSF ADVANCE National Conference*. Atlanta, GA. April 2004
- “Women and Networking at the University of Washington” Denice Denton. *Georgia Tech NSF ADVANCE National Conference*. Atlanta, GA. April 2004
- “Gaps in ‘Family Friendly’ Policy/Program Intentions and Actual Practice.” Kate Quinn and Suzanne G. Brainard. *AAUP Research Roundtable on Work/Family Issues for Faculty*. Washington, DC. July 2003.
- “Making Institutional Change.” Denice Denton and Alice Huang. *Committee on the Status of Women Astronomers (CSWA) Women in Astronomy Conference*, Pasadena, CA. June 2003
- NSF ADVANCE Conference. Suzanne G. Brainard, Denice Denton, Sheila Edwards Lange, and Eve Riskin. Washington D.C. April 2003

## WORKSHOPS AND PANELS

- Joyce Yen organized the “ADVANCEing Women in OR/MS” panel discussion at the *2004 Institute for Operations Research and Management Sciences (INFORMS) Annual Conference*. Denver, CO. October 2004.
- Organized and hosted the First Annual National Leadership Workshop for Department Chairs in SEM. *University of Washington*. Seattle, WA. July 2004.
- Eve Riskin organized “Mentoring support: National and local resources for mentoring” session at *PAESMEM/Stanford School of Engineering Workshop on Mentoring in Engineering*. Stanford, CA. June 2004
- “Climate Toolkit for Senior Administrators” Denice Denton and Rusty Barceló. *University of Washington*. Seattle, WA. April 2004.
- “Strategies to Diversify Technical Ranks” Denice Denton. *Microsoft Corporation Anita Borg Lecture Series*. Redmond, WA. April 2004.
- “Building Excellence in Undergraduate STEM Education” Denice Denton. *AAAS/NSF Course, Curriculum, and Laboratory Improvement Conference*. Crystal City, VA. April 2004.
- Sheila Edwards Lange, Kate Quinn, and Joyce Yen organized “Family/Work Policies and Practices” session. *Georgia Tech NSF ADVANCE National Conference*. Atlanta, GA. April 2004.
- “Panel Discussion: Is Diversity a Vision or a Reality? Recruitment and Retention for Faculty Diversity and Globalization” Denice Denton. *Texas A&M University*. College Station, TX. March 2004.
- “ADVANCE at the University of Washington” Joyce Yen. *University of Nebraska – Lincoln*. Lincoln, NE. March 2004
- Suzanne Brainard, Sheila Edwards Lange, Eve Riskin, and Joyce Yen organized “Systemic Transformations in the Role of Women in Science and Engineering” symposium. Denice Denton served a panelist, *AAAS National Meeting*, Seattle WA. February 2004.
- “ADVANCEing Women in Academe: Voices of Experience” Joyce Yen. *Virginia Polytechnic Institute and State University*, Roanoke, VA. January 2004.
- “Strategies for Enhancing Gender Diversity in Engineering” Denice Denton. *IEEE Women in Engineering Committee Forum*. Seattle, WA. November 2003.
- “Diversity Day” workshop, Joyce Yen. *University of Rochester*. Rochester, NY. October 2003.
- “ADVANCE at the University of Washington” Joyce Yen. *Susan B. Anthony Institute, University of Rochester*. Rochester, NY. October 2003.

- “UW ADVANCE” and “Strategies to Diversify Faculty and Staff Ranks” Denice Denton. *Iowa State University*. Ames, IA. September 2003.
- “UW ADVANCE” and “Strategies to Diversify Faculty and Staff Ranks” Denice Denton. *Michigan Technology University*. Houghton, MI. September 2003.
- “Student Ratings of Women Faculty: Data and Strategies,” Angela Linse. University Puerto Rico-Humacao. Humacao, PR. August 2003.
- “Negotiating the Tenure Track System” Denice Denton. *Clare Boothe Luce Centennial Celebration*. South Carolina. April 2003.
- “Faculty Recruitment Toolkit Roundtable” Denice Denton. *Leveraging Experience to Accelerate Progress Towards Gender Equity (LEAP) Meeting*. National Academy of Engineering, Washington D.C., January 2003.
- “UW’s Faculty Retention Toolkit” presented to the *Committee on the Status of Women in Astronomy*. Seattle, WA. January 2003.
- “The UW Faculty Recruitment Toolkit.” Sheila Edwards Lange and Rusty Barceló. *Keeping our Faculties: Addressing Recruitment and Retention of Faculty of Color Symposium*. April 2002.

## **MAGAZINE AND NEWSPAPER ARTICLES**

- Kate Quinn, Sheila Edwards Lange, and Steve Olswang. “The University of Washington Experience Implementing Family Friendly Policies for Faculty.” Forthcoming in *Academe*
- Eve Riskin spoke with Rob Kelly, editor of *Academic Leader*, a monthly newsletter for department chairs and academic deans, about ADVANCE. June 2004.
- Cited in “Supporting Women and Minority Faculty” JoAnn Moody. *Academe*. January-February 2004.
- Majorie Olmstead and Joyce Yen interviewed for “Changing the World of Engineering, Policy by Policy” Dee Anne Finken. *SWE*. Spring 2004
- Eve Riskin was interviewed for "The next Frontier - Women in Academic Leadership," *SWE*, Fall 2003
- Denice Denton co-authored an article for the Seattle Times suggesting that Washington State revise I-200 to codify the Supreme Court's standards on affirmative-action. July 18, 2003.
- Denice Denton interviewed for “Facing the Problem” Margaret Mannix. *Prism*. October 2002.

## **CONVERSATIONS AND PRESENTATIONS WITH INDIVIDUALS OUTSIDE OF THE UNIVERSITY OF WASHINGTON**

- Dr. Louis A. Martin Vega, Dean of the College of Engineering at the University of Southern Florida, requested permission to copy the UW Faculty Recruitment Toolkit and Faculty Retention Toolkit for distribution at a meeting at Florida State University. He wanted to use the toolkits as samples of best practices and of how an institution might put together a plan to better focus on these two important areas. Dr. Vega’s presentation at the meeting focused on faculty recruitment and retention, with a special focus on minorities and women in the academic community. He was “very impressed with the two ‘tool kits’ on your website that dealt with recruitment and retention of faculty.” June 2004
- Joyce Yen met with the University of Wisconsin, Madison ADVANCE team to share best practices. June 2004.

- Eve Riskin met with Marie Klawe, Dean of Engineering at Princeton University to discuss ADVANCE's activities. April 2004.
- Joyce Yen and Eve Riskin met with Camille George, Assistant Professor of Mechanical Engineering at University of St. Thomas, to talk about ADVANCE. January 2004.
- Joyce Yen shared the Faculty Retention Toolkit and David Notkin's talk on Mentoring Associate Professors with the Committee on the Status of Women in Computing Research's Cohort of Associate Professors Project, and ADVANCE funded project focused on mentoring women associate professors in computer science for advancement to full professor ranks. Joyce Yen emailed the two resources to Professors Mary Jane Irwin (Pennsylvania State University), Jan Cuny (University of Oregon), and Mary Lou Soffa (University of Pittsburgh). January 2004.
- Denice Denton and Joyce Yen met, separately, with Cheryl Bunnett Schrader, Dean and Professor of the College of Engineering at Boise State University to discuss ADVANCE's activities. November 2003.
- Sheila Edwards Lange and Joyce Yen met with Dr. Cammy Abernathy, Professor of Materials Sciences and Engineering at the University of Florida to discuss ADVANCE. November 2003.
- Joyce Yen shared the ADVANCE newsletter with Irene Hecht from the American Council on Education (ACE). Irene Hecht has posted a link to the UW ADVANCE webpage from the ACE resource site for department chairs. November 2003.
- Denice Denton met with Bonita Banducci to talk about ADVANCE. Joyce Yen also met with Ms. Banducci and shared with her the ADVANCE newsletter. October 2003
- CIC Director Eve Riskin met with Dr. Margaret Martinosi, associate professor of EE at Princeton University and a visitor to the UW CSE, and discussed ADVANCE. October 2003
- Eve Riskin and Joyce Yen met with representatives from Intel, Corp. to share information about the UW ADVANCE program and brainstormed ways to collaborate with them as they develop their strategies for diversity. October 2003
- Sheila Edwards Lange and Joyce Yen met with JoAnn Moody, author of Faculty Diversity: Problems and Solutions to discuss ADVANCE. August 2003.
- Joyce Yen and Denice Denton met with Janie Fouke, Dean of Engineering at Michigan State University, to discuss ADVANCE. July 2003.
- Eve Riskin met with Dick Yue, Associate Dean of Engineering and Professor of Hydrodynamics and Ocean Engineering at Massachusetts Institute of Technology to discuss ADVANCE. June 2003.

## OTHER SHARED RESOURCES

- **ADVANCE newsletter** highlighting CIC programs and activities. They were completed in October 2003 and distributed to all faculty in ADVANCE departments, other ADVANCE schools, faculty candidates in ADVANCE departments, [advance@ee](mailto:advance@ee) listserv, attendees of the LEAP conference, etc. The newsletter is also available online at <http://www.engr.washington.edu/advance/resources/UW-ADVANCE-newsletter-Oct03.pdf>
- **Taking the Leadership Plunge Handout** for women faculty who are considering leadership positions. The handout was disseminated to women faculty in the UW ADVANCE departments and to the [advance@ee](mailto:advance@ee) listserv. The handout is also available online at <http://www.engr.washington.edu/advance/resources/LeadershipPlunge.pdf>

- **UW Faculty Recruitment Toolkit** ([http://www.washington.edu/admin/eoo/forms/ftk\\_01.html](http://www.washington.edu/admin/eoo/forms/ftk_01.html)) contains concrete suggestions for recruiting a diverse applicant pool. Topics discussed include faculty hiring policies and procedures; general search tips; resources for diversity; language for advertisements and announcements; benefits and resources for new hires; and other miscellaneous resources.
- **UW ADVANCE Faculty Retention Toolkit** (<http://www.engr.washington.edu/advance/resources/Retention/>) to assist department chairs in retaining their faculty across all ranks. The topics discussed include: (a) monitoring the health and welfare of departments; (b) transparency in operations including fair and open promotion and tenure guidelines; (c) creating a welcoming department climate; (d) mentoring; (e) valuing diversity in the department; (f) supporting career development of pre-tenure faculty; (g) encouraging mid-career professional development; (h) faculty development programs, benefits, and resources; and (i) flexible and accommodating policies and practices.
- **UW ADVANCE Guidelines for Facilitating Dual Career Hires** ([http://www.engr.washington.edu/advance/resources/dual\\_career\\_hires.html](http://www.engr.washington.edu/advance/resources/dual_career_hires.html)) In addition to the official UW policy on Dual Career Hires, ADVANCE has generated recommendations for department chairs.
- **UW ADVANCE website** (<http://www.engr.washington.edu/advance>) contains handouts from all workshops and seminar as well as general information about the program and program activities.

## SERVICE

- Served as panel reviewers for the 2002-2003 Round of the ADVANCE Institutional Transformation awards.
- Served on Planning Committee for the January 2004 LEAP meeting: Leveraging Experience to Accelerate Progress Towards Gender Equity, a meeting regarding gender equity in engineering.
- ADVANCE Professor Billie Swalla served on an 2003 ADVANCE Leadership Awards Panel
- ADVANCE co-PI Suzanne G. Brainard served on the Year 1 (2004) AAAS site visit team review fore the University of Alabama, Birmingham.

## INTERNAL UW PRESENTATIONS

- Overview Presentation about ADVANCE by members of the ADVANCE Leadership Team
  - UW Faculty Fellows Reception for new women. September 2002
  - Computer Science and Engineering Graduate and Undergraduate Women's group. April 2003
  - UW Committee on Women in Medicine. October 2003
  - Statistics Department Faculty meeting. December 2003
  - Issues for Women and Ethnic Minorities in Science and Engineering class. February 2, 2004.

- Kate Quinn. "Part-Time Tenure Track Policies at the University of Washington," GPSS Multidisciplinary Lecture Series. May 2004.
- Suzanne Brainard, Priti Mody, and Sheila Edwards Lange from the UW's Center for Workforce Development gave a presentation on gender issues, programs and policies in Professor Maurice Green's diversity graduate class. February 2003.
- Women in Graduate School: Strategies for Successful Mentoring. President's Advisory Committee on Women Winter Forum co-sponsored with ADVANCE. February 2003.
- Negotiating Academic Appointment Contracts with Professor John Wingfield of Biology, Assistant Professor Joyce Yen of Industrial Engineering, and Vic Snyder of Career Services, co-sponsored by the Center for Workforce Development and ADVANCE. February 2003.
- Susan Jeffords, ADVANCE Leadership Team member and Vice Provost for Academic Planning, distributed the ADVANCE Faculty Retention Toolkit to her department chairs. October 2003.

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