UNIVERSITY OF WASHINGTON
FACULTY RETENTION TOOLKIT

www.engr.washington.edu/advance/resources/Retention
Faculty Retention Key Ideas

- Talk to your faculty
- Transparency – Take out the guess work
- Supportive networks
- Professional development opportunities
- Monitoring equity
Talk to Your Faculty

- Constructive feedback
- Mentoring
- Informal social networks
- Soliciting comments and feedback from faculty
- Individual needs of faculty – diversity among faculty
Transparency

- Committee membership rotation
- Promotion and tenure process
- Resource access
- Mentoring
Supportive Networks

- Mentoring
- Connecting to a new community
- Flexible and accommodating policies and practices
  - Dual career
  - Family leave
  - Tenure clock extensions
  - Transitional support
Professional Development

- Quarterly workshops for assistant professors
- Professional development consultants
- Monthly informal lunch for SEM women faculty
- Create networking and information sharing opportunities (mentoring for leadership lunches)
- Educate leaders about issues facing women & minority faculty
Monitor Equity

- Committee assignments
- Workload
- Space allocation
- Access to information
- Transparency
Remember: Retention does NOT begin when your faculty gets an outside offer;

You are working on retention EVERY DAY.

For more info:

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