



Significant Accomplishments

- NSF Site Visit. A great deal of time, self-reflection, and preparation went into this intense 2-day exercise. The positive report, ideas, and advice received from the site visit team were gratifying and motivational.
- Climate Workshops for Department Chairs. We have worked with 10 chairs this semester, all from science and engineering departments.
- Hiring Workshops. We have trained 70 chairs and members of hiring committees using a variety of formats. This large, visible effort has led to requests for our workshops and materials from other campuses in the UW System.



Areas of difficulty/resistance

- One dean pressured us to offer a special section of our Climate Workshop for Department Chairs for chairs in that one school (because they are “so different”.) Against our intuition, we complied, and found it to be a mistake.
 - Chairs who know each other well are less inhibited and less willing to listen to others. The “pecking order” that pre-existed stays within the group.
 - Chairs are not learning as many new ideas or interventions from each other, because they all know each others’ environments, so their main source of new ideas is us, which is not the intent of these workshops.
- Future sessions of this workshop series will always include department chairs from a variety of Schools and Colleges.



Best Idea/Reference Source/Insight

- Foster strong relationships with the “System”. Our strong ties to the UW System have provided us a willing and forgiving venue for disseminating our workshops and materials.
 - “Practice” implementing our workshops on different campuses
 - “Train the facilitators” at these campuses so they can continue the workshops themselves
 - Tweak our materials so that they work for a more general audience