UW’s Mentoring-for-Leadership Lunch Series

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Preaching to the Choir

WHY SHOULD ANYONE CARE ABOUT DIVERSITY?
Results from a CAEE Study

- **Academic Pathways Study at UW**, Cindy Atman, Deborah Kilgore, et al.
- Asked freshmen to consider what factors should go into designing a playground
Information Categories by Gender

- **Budget**
- **Material costs**
- **Labor avail. & cost**
- **Utilities**
- **H'capped accessibility**
- **N'hood demographics**
- **Info. about the area**

*\( p < 0.10 \) or **\( p < 0.05 \), Fisher exact

[Graph showing bar charts for different categories with gender comparisons.]
The Bottom Line and Diversity

- Catalyst study connecting gender diversity and financial performance for 353 Fortune 500 companies (5 industries)
- Measured Return on Investment (ROI) and Total Return to Shareholders (TRS)
- Companies with highest representation of women on their top mgmt. teams
  - 35.1% higher ROI
  - 34% higher TRS
Mentoring program to encourage and prepare women faculty to pursue positions of academic leadership

Opportunities for networking and information sharing
Program Format

- 30 minutes (eating and introductions)
- 20-25 minutes (speaker talks)
- 35-40 minutes (general discussion)
Evaluation (5/03 – 12/06)

- 46 speakers (20 external & 26 internal women leaders)
- 100+ women participants;
- 49% have attended 3+ events
- Program duplicated at Boston University
- How-to website so you can do this at home (http://www.engr.washington.edu/advance/mentoring/MfL-Template-emails.pdf)

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Mentoring-for-Leadership Series Evaluation (N = 54)
Percent of respondents reporting “agree” or “strongly agree”

- Greater sense of community: 100.0%
- More likely to stay at UW: 40.0%
- Aware of diverse paths to leadership: 80.0%
- Aware of various leadership styles: 100.0%
- More likely to pursue position of leadership: 80.0%
- More positive perception of being a leader: 80.0%

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Challenges

- Many of our senior women say that they do not want to become academic leaders!
- Balancing family with career can be more challenging for Chairs/Deans/etc.
- Faculty do not want to give up doing research
- Denice’s death
Our Challenge

Current women academic leaders must emphasize the positives of academic leadership to potential women leaders.