

UW's Mentoring-for-Leadership Lunch Series

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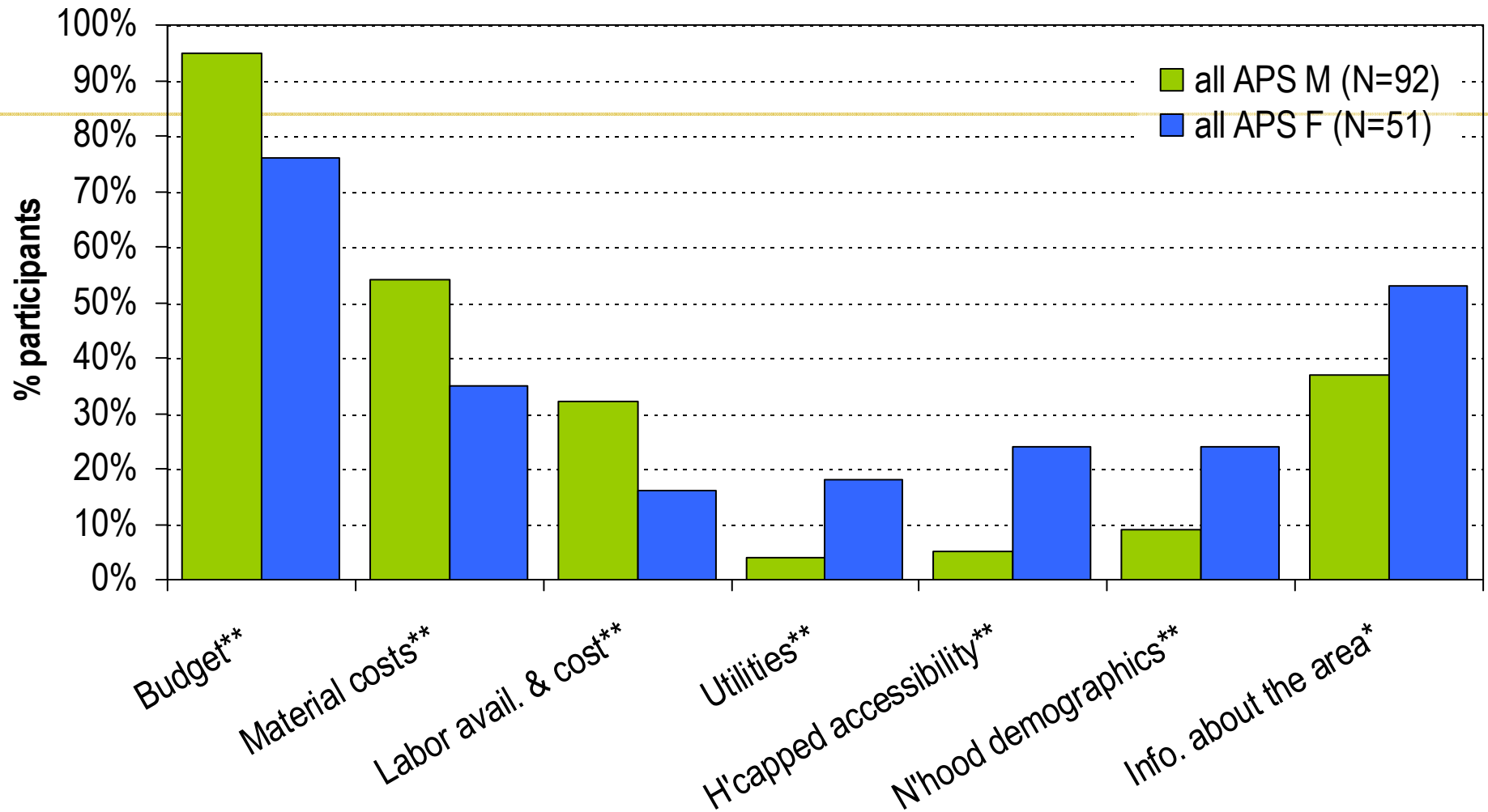
Preaching to the Choir

**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



* $p < 0.10$ or ** $p < 0.05$, Fisher exact

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**

Our Program

- ◆ **Mentoring program to encourage and prepare women faculty to pursue positions of academic leadership**
- ◆ **Opportunities for networking and information sharing**



Program Format

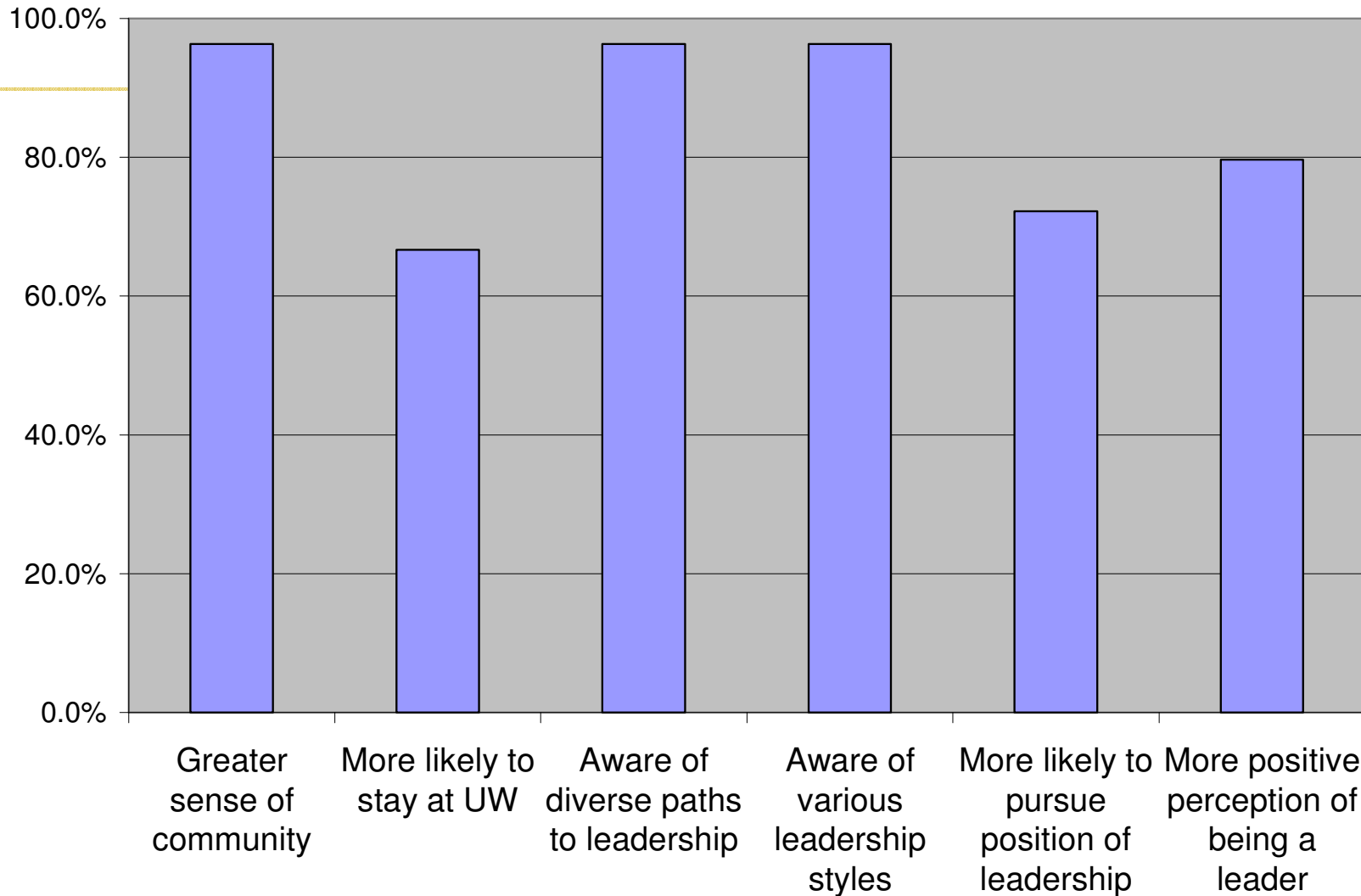
- ◆ **30 minutes (eating and introductions)**
- ◆ **20-25 minutes (speaker talks)**
- ◆ **35-40 minutes (general discussion)**

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>)**

Mentoring-for-Leadership Series Evaluation (N = 54)

Percent of respondents reporting “agree” or “strongly agree”



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