



UNIVERSITY *of* WASHINGTON

OFFICE FOR FACULTY ADVANCEMENT

Report on 2018-2019 Institutional Membership with the National Center for Faculty Development and Diversity

In September 2014, the University of Washington launched its institutional membership with the National Center for Faculty Development and Diversity (NCFDD). During 2018-2019, our fifth year of membership, an increased number of faculty activated their user accounts, accessed professional development resources throughout the year, and participated in the boot camp-style Faculty Success Program (FSP).

Current registered UW users include 406 faculty, 79 postdocs, 400 graduate students, and 167 staff or others who did not identify their status. Since May 2018, total faculty users have increased by 19%. And overall, total registered UW users have increased by 27%.

The Faculty Success Program (FSP) is a 12-week, online boot camp for faculty seeking opportunities to work with a coach and with a cohort of other faculty working on similar professional development objectives at institutions across the country. The NCFDD charges \$3,450 per participant in FSP; in 2015 the Office for Faculty Advancement introduced a cost-sharing award program for faculty seeking to enroll. Seventy-nine faculty (57 Assistant Professors, 19 Associate Professors, 1 Professor, 1 Clinical Assistant Professor, and 1 Research Associate Professor) have been awarded support from OFA, which includes four who will soon begin the 2019 Fall FSP. During the 2018-2019 academic year, 16 UW faculty participated in the FSP.

UW faculty who participate in the FSP report increased productivity and an improved work-life balance as a result of completing the boot camp. All FSP alumni continue to retain access to FSP resources free of charge, as long as their institution maintains its institutional membership.

Comments from recent FSP participants:

- “The workshop was well worth the time and effort as well as the cost. This course was better than any mentoring I received.”
- “I found the faculty success program was extremely helpful for me. With the accountability created by the FSP, as well as the support of my small group, I really saw my productivity increase because I was able to commit to writing academically for 30 to 60 minutes a day.”
- “I don't know how I could have gotten through my first few years at UW without NCFDD. In the Faculty Success Program, I learned skills for organizing and tracking my time, prioritizing tasks, and maintaining momentum without burning out. Three years after taking the FSP boot camp, I still use NCFDD's productivity hacks every day.”

- “NCFDD was a life-changing program for me, even as a tenured faculty member. The program forced me to confront limiting beliefs, imposter syndrome, and critically examine my writing practice and work/life balance. I have wholeheartedly recommended this program to both junior and senior colleagues. Simply put, there is no better program for faculty success.”
- “The NCFDD has been instrumental in helping me navigate Academia, both before as an assistant professor and now as an associate professor. The weekly Monday motivator newsletter is always a great jumpstart to the week, and the NCFDD materials at my disposal have been invaluable for balancing research, teaching, and service, particularly as an underrepresented woman of color.”
- “UW's institutional membership with the NCFDD allows me to participate in the FSP Alumni program every quarter so I can maintain the benefits of the program. In addition, I regularly watch webinars from the NCFDD, which boost my productivity further. I'm very grateful for UW's commitment to faculty success through its membership with the NCFDD. “

The Office for Faculty Advancement has extended the cost-sharing award program to also include a new NCFDD program geared toward tenured faculty who have already completed the FSP but want to continue building their skills. This 12-week intensive program creates a space for tenured faculty to consider how they want their careers to develop now that the goal of tenure has been met. The Pathfinders program should be a great resource for our significant number of FSP alumni to continue to build on the skills and mentorship obtained from the FSP.