

UWADVANCE

University of Washington Center for Institutional Change



CENTER for
WORKFORCE DEVELOPMENT

Transitional Support Program (TSP)

Creating Transition Legitimacy

For faculty in personal and
professional transitions
throughout their careers

- ▶ Maternity
- ▶ Health Emergencies
- ▶ Eldercare
- ▶ Tenure Track Development
- ▶ Mid-Career Development
- ▶ Leadership

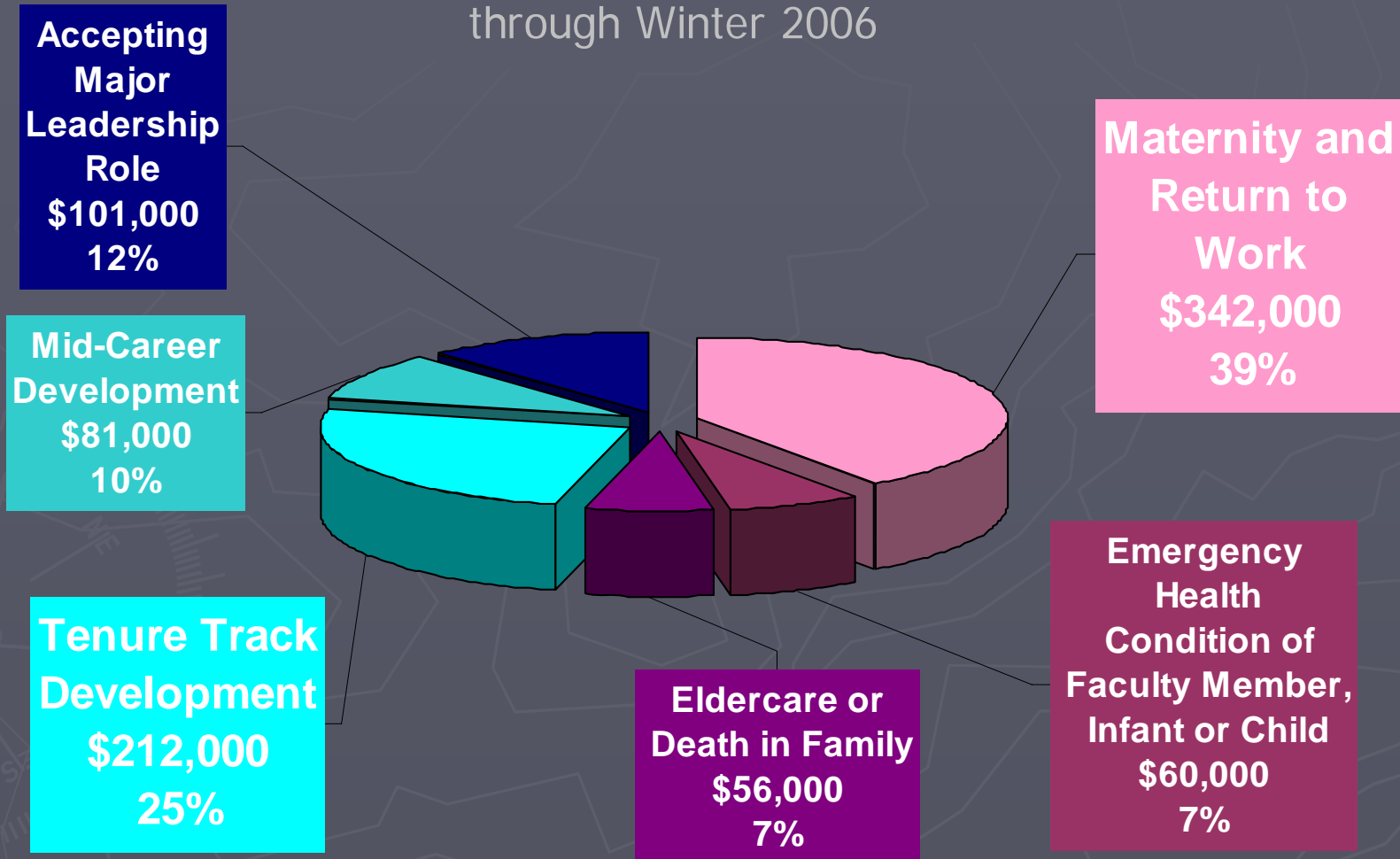
Transitional Support Program (TSP) Experience

- ▶ 2001-2006
- ▶ \$5,000-\$38,000 award range
- ▶ \$19,000 average award
- ▶ \$852,000 total distributed
- ▶ 41 faculty awarded
- ▶ 2 received a second grant
- ▶ 2 grants given to male faculty



Transitional Support Program (TSP) Distribution

Academic Years 2001
through Winter 2006

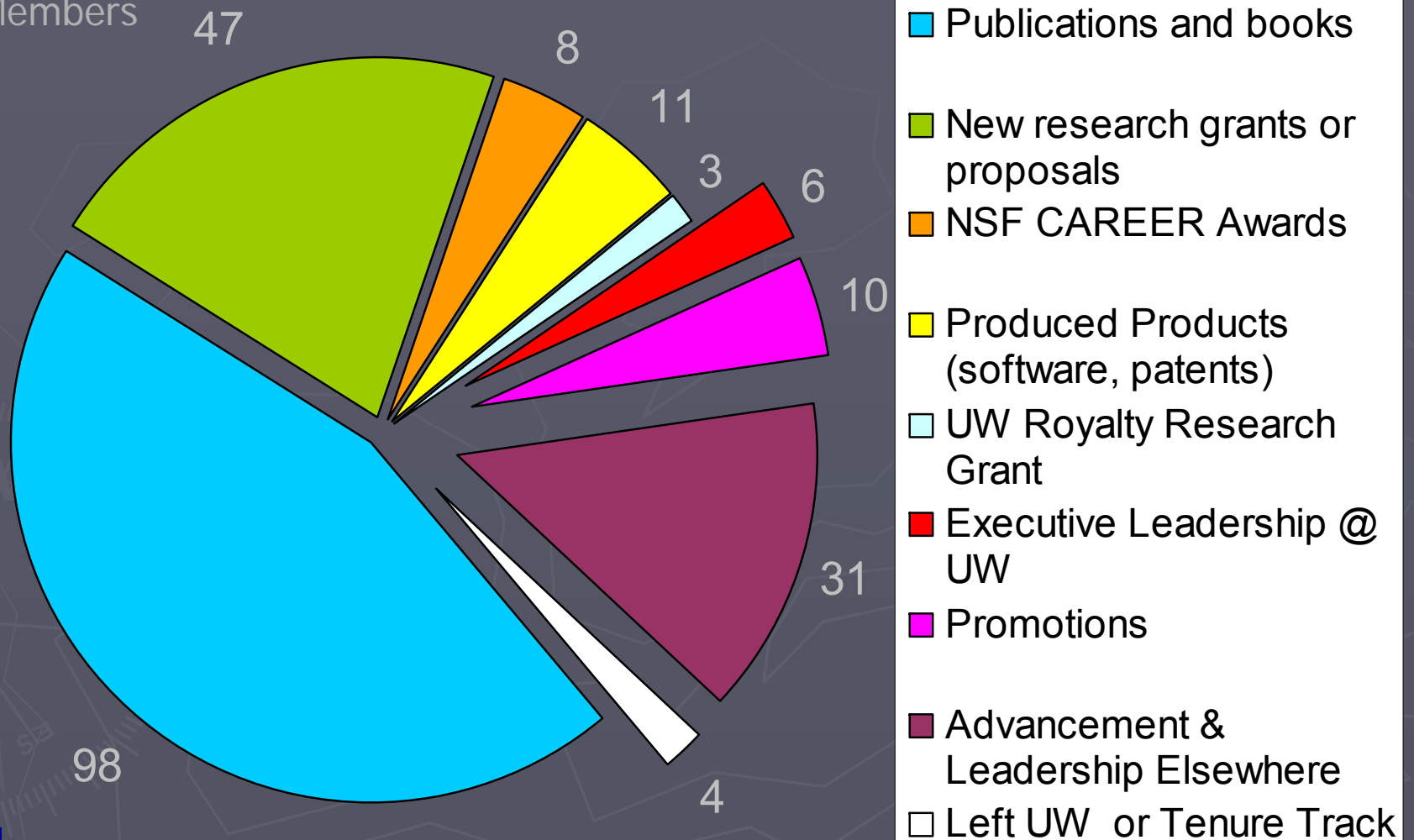


Professional 47%

Personal 53%

Transitional Support Program (TSP) Outcomes

For 35 Faculty
Members



UWADVANCE

University of Washington Center for Institutional Change



Transitional Support Program (TSP)

What We've Distilled

- ▶ Some transition outcomes are immeasurable, but observable
- ▶ Culture shifts with leadership, e.g., critical mass of women
- ▶ Faculty receiving awards were successful
- ▶ Begin thinking about institutionalization in year 1
- ▶ Keep ADVANCE partners high profile for the duration



CENTER for
WORKFORCE DEVELOPMENT