



UNIVERSITY of WASHINGTON
COLLEGE OF EDUCATION

BUILDING OUR IMPACT IN EDUCATION

EDUCATION FACULTY RECRUITMENT FUND

Reimagining what is possible in teaching and learning lies at the heart of the UW College of Education's work as one of the nation's top 10 schools of education. Improving outcomes for young people in our community requires recruiting outstanding education researchers and change makers—the next generation of faculty committed to unleashing human potential in the Puget Sound and beyond.

RESPONDING TO THE ESCALATING COST OF LIVING IN SEATTLE

Our region's entrepreneurial spirit, natural beauty, diversity and vibrant communities make the UW a prime destination for many early career faculty, yet the cost of living can present an insurmountable barrier. For scholars who are beginning their careers, starting families and paying off student loans, in particular, the economic realities of living in one of the 10 most expensive cities in North America can make a move to the Seattle area impossible.

The College of Education's Faculty Recruitment Fund helps bridge that gap by providing a one-time bonus to promising scholars dedicated to transforming inequitable systems of education to create just, sustainable and culturally-thriving democracies.

THE CHALLENGE OF FACULTY RECRUITMENT

As a premier school of education, we compete against the best for outstanding early career faculty—schools such as Harvard, Stanford, Berkeley and Vanderbilt. Too often, our salary packages are less than those of peer institutions and even lower-ranked schools.

Two recent cases from Dean Mia Tuan illustrate the challenge.

> "We recruited an outstanding early career faculty member from a competitor private institution. She wanted to join our faculty—loves our college, her family lives here. I couldn't seal the deal because our salary numbers didn't compare. Factoring in costs of living and childcare she would be losing ground."

> "An early career faculty member we were recruiting currently has a higher salary than a comparable faculty member with similar years in rank at UW. And that's before taking into account the much lower cost of housing where he resides. He's an impressive scholar and would have increased the diversity of our faculty."

RECRUIT THE NEXT GENERATION OF EDUCATION CHANGE MAKERS

The UW College of Education seeks to grow a \$1.75 million strategic fund — a portion of which is endowed and a portion for current use — to support the recruitment of outstanding early-career scholars to join the faculty and drive educational impact in the Puget Sound region.

Gifts designated for current-use will support **Early-Career Scholar Awards**, leveraged to recruit ten outstanding practitioners who will begin their tenures over the next three years (2019-2021).

Gifts designated to the endowment will help generate an Early-Career Scholar Award each year, in perpetuity. Such an endowment will enhance the College's ability to compete for the nation's best emerging scholars and put their talents to work for the benefit of local communities.

For more information about supporting the College of Education's Faculty Recruitment Fund, contact Eric Lawson, assistant dean for advancement, at jelawson@uw.edu or 206-685-2678.

RISING SCHOLAR SPOTLIGHT: KATIE HEADRICK TAYLOR

Professor Katie Headrick Taylor explores the role of digital media in the lives of young people and how technology can be leveraged to make learning relevant across formal and informal environments. She is Principal Investigator for the National Science Foundation-funded project "Mobile City Science: Youth Mapping Community Learning Opportunities" and was one of a handful for early career scholars in the nation to be selected as a National Academy of Education (NAEd)/Spencer Postdoctoral Fellow in 2018.

RISING SCHOLAR SPOTLIGHT: MIN SUN

Professor Min Sun's work investigates the policies and practices for improving teacher and school effectiveness, using novel strategies of social network and computer-assisted text analysis. She is Principal Investigator for the Education Policy Analytics Lab at the UW College of Education and a recipient of the National Science Foundation's CAREER Award, a five-year award given to a select number of early career scholars who have demonstrated exceptional promise as researchers and teachers.

UNIVERSITY OF WASHINGTON COLLEGE OF EDUCATION

- > U.S. News ranking: No. 9
- > Assistant professor annual salary: \$87,634
- > Salary adjusted for cost of living in Seattle: \$87,634

UNIVERSITY OF OREGON COLLEGE OF EDUCATION

- > U.S. News ranking: No. 14
- > Assistant professor annual salary: \$84,443
- > Salary adjusted for cost of living in Seattle: \$123,654

