Our Objective: To create a diverse, thriving campus in which all faculty in science, engineering and mathematics (SEM) receive the proper support, flexibility and recognition to achieve her or his maximum potential.

Our Constituents: SEM departments in the College of Engineering; the College of Arts & Sciences, Science Division; and the College of the Environment.

Increasing women faculty representation in ADVANCE departments

57% increase in the number of tenured or tenure-track women faculty since the inception of UW ADVANCE Center for Institutional Change (58 to 91 from 2001 to 2011).

44% increase in the College of Arts and Sciences of tenure-track women science faculty (32 to 46) and 73% increase in the College of Engineering of tenure-track women faculty (26 to 45) from 2001-2011.

The national percentage of women tenured or tenure-track engineering faculty is currently 13.9% compared to 21.3% at UW.

Focus and Impact of ADVANCE

- As a first-round awardee of NSF ADVANCE Institutional Transformation grant and Innovation through Institutional Integration (I3) grant, UW ADVANCE is a campus and national resource for best practices.
- Informal and formal consultation with campus leaders in SEM helps to educate faculty on issues of diversity and effective leadership.
- Increase in women faculty in SEM from the inception of UW ADVANCE Center for Institutional Change.
- Meeting with women faculty when they interview and after they arrive provides a support system on campus and offers a resource for work-life and professional development issues.
- Faculty professional development workshops provide career development on a range of critical topics.
- Targeted content allows for concentrated impact.

Dissemination and National Presence

- Wide range of conference papers, journal papers, book chapters, program descriptions and commentaries have been published about the efforts and impact of UW ADVANCE.
- UW ADVANCE regularly consults with other schools beginning or growing NSF ADVANCE programs.
- For more of our papers and articles, and other resources visit our page at http://advance.washington.edu/
Active National Initiatives

BROADENING THE REPRESENTATION OF ACADEMIC INVESTIGATORS IN NEUROSCIENCES (BRAINS)
(2011-present; funding source: NIH NINDS):
National program to accelerate and improve the career advancement of neuroscience postdoctoral scientists and assistant professors from groups underrepresented in neuroscience. Program seeks to develop participants’ career self-efficacy through symposiums, mentorship, and peer networks.

LEAD-IT-YOURSELF!
(2013-present; funding source: NSF ADVANCE):
Leadership development curriculum provided through an online open source toolkit that enables institutions across the country to run leadership workshops on their own campuses.

Past Initiatives

INTERRUPTING BIAS IN THE FACULTY SEARCH PROCESS: FILM AND FACILITATION GUIDE
(2010-2011; funding source: Henry Luce Foundation):
Film case study and facilitation guide to illustrate common instances of bias that occur in faculty search committees.

LEADERSHIP EXCELLENCE FOR ACADEMIC DIVERSITY (LEAD) WORKSHOPS
(2006-2009; funding source: NSF ADVANCE):
Annual two-day workshops for department chairs, deans and emerging leaders in SEM, which addressed departmental and university culture and the professional development of faculty.

TRANSITIONAL SUPPORT PROGRAM
(2001-2007; funding source: NSF ADVANCE):
Supplemental support for UW SEM tenured and tenure-track faculty in the midst of a major transition such as elder or family care, medical emergencies, and the birth or adoption of a child.

BALANCE @ UW
Comprehensive package of policies and programs to support UW faculty in balancing academic careers with personal lives, thus enhancing UW’s ability to recruit and retain faculty.

ON-RAMPS INTO ACADEMIA
(2008-2013; funding source: NSF ADVANCE):
Workshops for women with PhDs in SEM who want to transition from jobs in industry to academia. Included discussions on resume building, interviewing, teaching, and research programs.

Active Campus Initiatives

PRE-TENURE FACULTY WORKSHOPS
(2003-present; funding source: NSF ADVANCE & UW):
Quarterly workshops for pre-tenure SEM faculty create a campus-wide support and networking opportunity and offer professional development on topics such as navigating promotion and tenure, communicating with department leaders, and applying for grants.

LEADERSHIP WORKSHOPS
(2002-present; funding source: NSF ADVANCE & UW):
Half-day quarterly workshops for department chairs, deans, and other faculty offer professional development to help them become more effective leaders. Past topics include recruitment and retention of diverse faculty, preparing faculty for promotion and tenure, and faculty workload.

MENTORING-for-LEADERSHIP LUNCH SERIES
(2002-present; funding source: NSF ADVANCE & UW):
Monthly lunches feature different women speakers discussing their experiences in leadership. This informal format provides women faculty an opportunity to explore paths to different leadership positions and strengthens cross-campus relationships.

PROMOTING EQUITY IN ENGINEERING RELATIONSHIPS
(2009-present; funding source: NSF I3):
A first-round Innovation through Institutional Integration (I3) NSF grant awardee, PEERs is the first student-focused program for UW ADVANCE. Through a number of interventions, including a campus climate survey, a seminar course, and a capacity building institute, PEERs seeks to improve the experiences of women and underrepresented groups in engineering through peer education.

Principal Investigator: Dr. Ana Mari Cauce, UNIVERSITY OF WASHINGTON PROVOST & EARL R. CARLSON PROFESSOR OF PSYCHOLOGY

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