

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

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

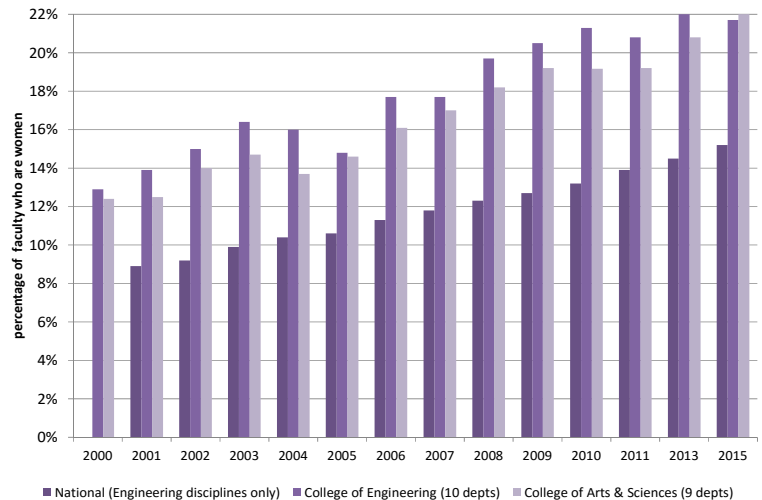
### Increasing women faculty representation in ADVANCE departments

93% increase in number of tenured or tenure-track women faculty since the inception of UW ADVANCE (58 to 112 from 2001 to 2015).

115% increase in College of Engineering female faculty (26 to 56) and 75% increase in College of Arts and Sciences female science faculty (32 to 56) from 2001-2015.

The national percentage of women tenured or tenure-track engineering faculty is 15.6%, compared to 22.2% at UW in 2015.

STEM Female Ladder Faculty at UW compared to national average (data from original 19 ADVANCE departments)



### Core Campus Initiatives



#### PRE-TENURE FACULTY WORKSHOPS (2003-present; funding source: NSF ADVANCE & UW)

Fall workshops for pre-tenure STEM faculty create a campus-wide support and networking opportunity and offer professional development on topics such as navigating tenure, communicating with department leaders, and applying for grants and awards.



#### 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, work-life balance, and preparing faculty for promotion and tenure.



#### 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.

### Focus and Impact

- UW ADVANCE is a campus and national resource for best practices
- Informal and formal consultation with campus leaders in STEM helps educate faculty on issues of diversity and effective leadership
- Peer-to-peer mentoring programs help to build campus community
- Meeting with women faculty when they interview and after they arrive provides a resource for work-life and professional development issues.
- Faculty professional development workshops provide career development on critical topics
- Targeted content allows for concentrated impact

### Dissemination and National Presence

- Wide range of publications about the efforts and impact of UW ADVANCE
- UW ADVANCE consults with other schools beginning or growing NSF ADVANCE programs
- For more of our papers and articles, and other resources visit our page at

## Past Initiatives

### ON-RAMPS INTO ACADEMIA

(2008-2013; funding source: NSF ADVANCE)



Workshop for women holding PhDs in STEM that are working in industry and are interested in transitioning to academia. Speakers have already made successful transitions and lead discussions on resume building, interviewing, and building teaching and research programs.

[www.engr.washington.edu/onramp/](http://www.engr.washington.edu/onramp/)

### INTERRUPTING BIAS IN THE FACULTY SEARCH PROCESS: FILM AND FACILITATION GUIDE

(2010-2011; funding source: Henry Luce Foundation)



The film, first shown at UW ADVANCE's Leadership Excellence for Academic Diversity Workshop (LEAD) in June 2009, illustrates common instances of bias that occur in academic committees. To disseminate this teaching tool to programs across the country, a facilitation guide was developed to accompany the video.

[www.engr.washington.edu/lead/biasfilm/](http://www.engr.washington.edu/lead/biasfilm/)

### LEADERSHIP EXCELLENCE FOR ACADEMIC DIVERSITY (LEAD) WORKSHOPS

(2006-2009; funding source: NSF ADVANCE)



Annual two-day national workshops for department chairs, deans and emerging leaders in STEM, which addressed departmental and university culture and the professional development of faculty.

[www.engr.washington.edu/lead/](http://www.engr.washington.edu/lead/)

## Other Campus Initiatives

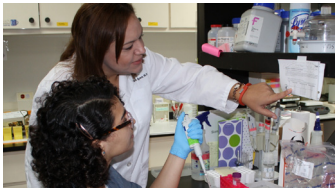
### PROMOTING EQUITY IN ENGINEERING RELATIONSHIPS

(2009-present; funding source: NSF I3 and UW)



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.

[www.engr.washington.edu/peers/](http://www.engr.washington.edu/peers/)



## 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 underrepresented groups. Program seeks to develop participants' career self-efficacy through symposiums, mentorship, and peer networks.

[www.depts.washington.edu/brains/](http://www.depts.washington.edu/brains/)

### LEAD-IT-YOURSELF!

(2013-present; funding source: NSF ADVANCE)



LEAD-it-Yourself! is an online toolkit so academic institutions can plan faculty leadership workshops with a focus on advancing faculty diversity in STEM.

[www.advance.washington.edu/liy/](http://www.advance.washington.edu/liy/)

### LATTICE: LAUNCHING ACADEMICS ON THE TENURE-TRACK: AN INTENTIONAL COMMUNITY IN ENGINEERING

(2015-present; funding source: NSF ADVANCE)

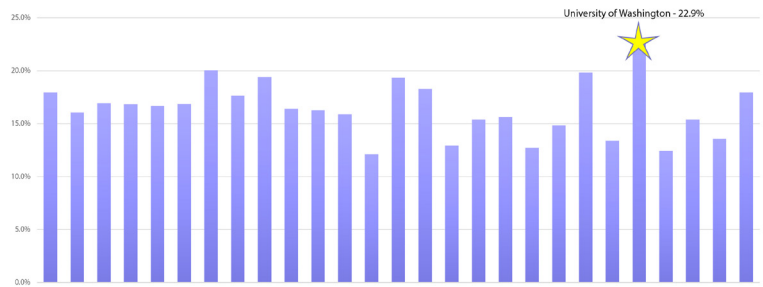


Modeled after BRAINS, a national program to advance the faculty careers of early-career women in Electrical Engineering and Computer Science and of early career underrepresented minority women in Engineering. Includes national professional development symposia, peer mentoring groups, and ethnographic research to understand how and why this model works.

[www.advance.washington.edu/lattice/](http://www.advance.washington.edu/lattice/)

## The National Scene:

Female Tenure-Track Engineering Faculty by Institution



University of Washington has the **highest** percentage of **female faculty representation** in the top 25 Colleges of Engineering with **22.9%** (2016 ASEE Engineering by the Numbers).

Original Principal Investigator: Dr. Denice Denton, FORMER DEAN OF THE COLLEGE OF ENGINEERING

Former Principal Investigator: Dr. Ana Mari Cauce, UW PRESIDENT AND EARL R. CARLSON PROFESSOR OF PSYCHOLOGY

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