

UWADVANCE University of Washington Center for Institutional Change Program Overview

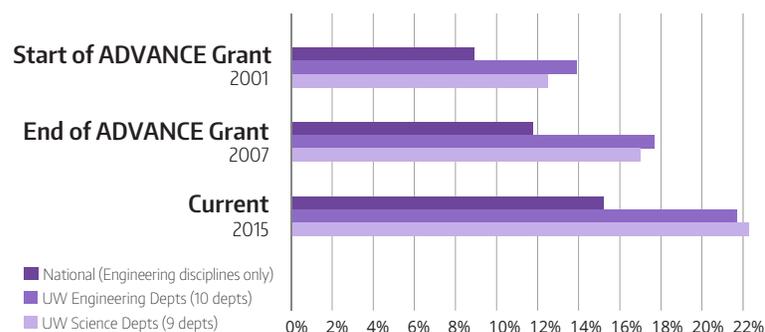
OBJECTIVE: Creating a diverse, thriving campus in which all faculty in science, technology, engineering and mathematics (STEM) receive the proper support, flexibility and recognition to achieve her or his maximum potential.

ADVANCE at UW

INCREASING WOMEN FACULTY REPRESENTATION

19 ADVANCE departments

Target Units: College of Engineering; College of Arts & Sciences, Science Division; and College of the Environment.



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

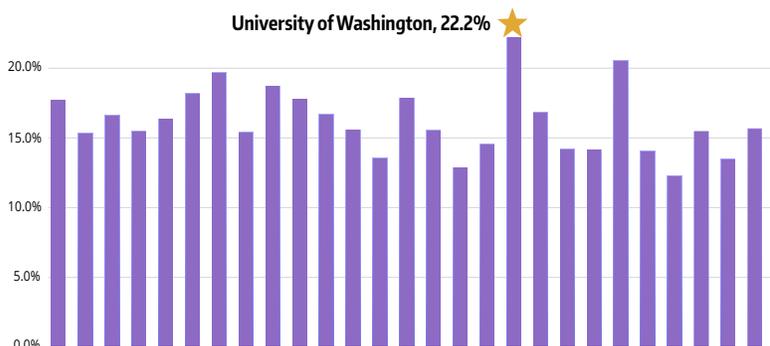
115% increase in College of Engineering female faculty (26 to 56) from 2001-2015

75% increase in Science & Environment Departments' female science faculty (32 to 56) from 2001-2015.

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

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 **22.2%** (2015 ASEE Engineering by the Numbers).

CORE CAMPUS INITIATIVES

Funding Source: NSF ADVANCE & UW

PRE-TENURE FACULTY WORKSHOPS

Quarterly 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

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

Monthly lunches feature different women speakers discussing their leadership experiences. This informal format provides women faculty an opportunity to explore paths to different leadership positions and strengthens cross-campus relationships.

MID-CAREER WORKSHOP

Annual workshops for mid-career STEM faculty create a campus-wide support and networking opportunity and offer post-tenure professional development.

OTHER ACTIVITIES @ UW

- 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 female faculty during interviews and after arrival on campus provides work/life and career advice.



www.engr.washington.edu/peers

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 only student-focused program for UW ADVANCE. PEERs seeks to improve the experiences of women and underrepresented groups in engineering through peer education.

Beyond UW

NATIONAL INITIATIVES



www.depts.washington.edu/brains

BROADENING THE REPRESENTATION OF ACADEMIC INVESTIGATORS IN NEUROSCIENCES (BRAINS)

2011-2021 | 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 symposia, virtual workshops, mentorship, and peer networks.



www.advance.washington.edu/liy

LEAD-IT-YOURSELF!

2013-2018 | funding source: NSF ADVANCE

LEAD-it-Yourself! is an online toolkit that enables academic institutions to plan faculty leadership workshops and share best practices for advancing faculty diversity in STEM.



www.advance.washington.edu/lattice

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

2015-2020 | 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.

PEOPLE

Founding Principal Investigator:

Dr. Denice Denton, Former Dean of the College of Engineering

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PAST INITIATIVES



www.advance.washington.edu/webs

WOMEN EVOLVING BIOLOGICAL SCIENCES

2006-2013 | funding source: NSF ADVANCE

WEBS is an annual three-day symposium aimed at addressing the retention of female ecologists and evolutionary biologists and issues related to the transition of women from early career stages to tenure track positions and leadership roles in academic and research settings.



www.engr.washington.edu/lead

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.advance.washington.edu/onramps

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/lead/biasfilm

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.



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