



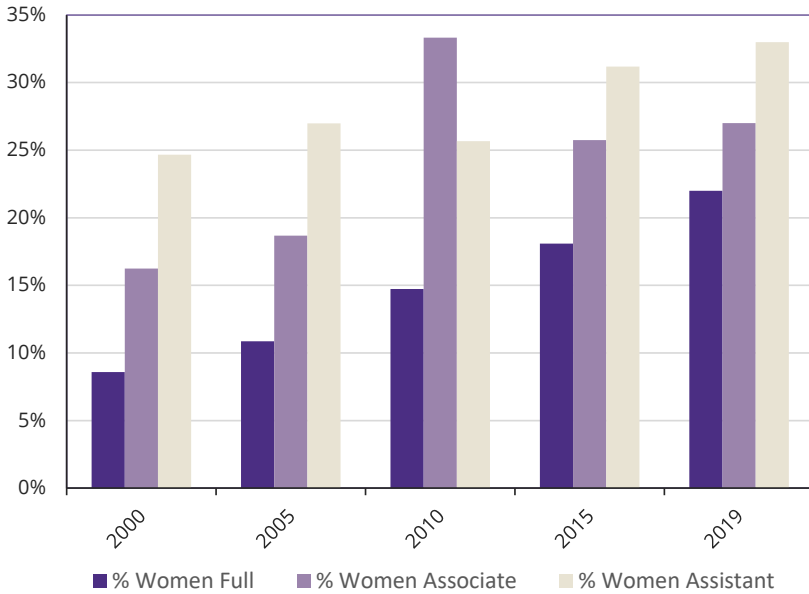
# Impacts at UW

**OBJECTIVE:** 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 their maximum potential.

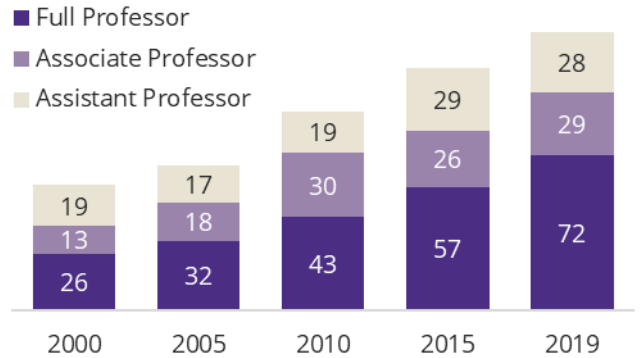
**TARGET UNITS:** College of Engineering; College of Arts & Sciences, Science Division; and College of the Environment.

## ADVANCEment OF WOMEN FACULTY IN 19 UW STEM DEPARTMENTS

% of Faculty by Rank who are Women



# of Women Faculty by Rank



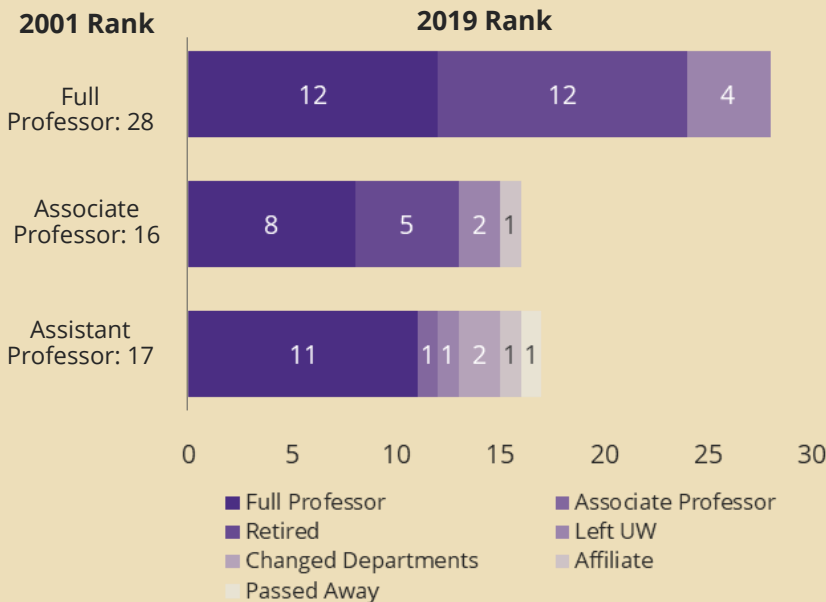
**122% INCREASE** in the number of tenure-track/tenured women faculty since 2000.

**OVER 55%** of women faculty from ADVANCE departments are full professors.

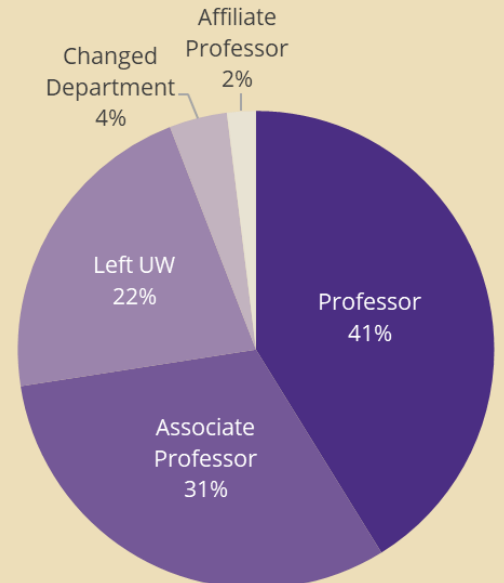
**OVER 25%** of faculty from ADVANCE departments are women.

## WHERE ARE THEY NOW?

Career ADVANCEment of 2001 UW Women Faculty



Career Progression: Rank in 2019  
Position/Rank in 2019 of UW ADVANCE Women Faculty who entered as Asst Prof (2001-2013)



# CORE CAMPUS INITIATIVES IMPACT (through Dec. 2020)

UW ADVANCE offers five regularly-occurring programs throughout the academic year. These activities strengthen cross-campus relationships.

## MONTHLY MENTORING-FOR-LEADERSHIP LUNCHESES (MfL)

Lunches that provide women ADVANCE faculty an opportunity to explore different paths to leadership positions (*est. 2003*).

## QUARTERLY WRITE RIGHT NOW SESSIONS (WRN)

Dedicated time and space for ADVANCE faculty to gather as a writing community (*est. 2018*).

## QUARTERLY PRE-TENURE FACULTY WORKSHOPS

Lunch workshops for pre-tenure ADVANCE faculty. Past topics include navigating tenure, communicating with department leaders, and applying for grants (*est. 2003*).

## ANNUAL MID-CAREER WORKSHOPS

Lunch workshops for mid-career ADVANCE faculty. Past topics include life after tenure, gender bias in student evaluations, and how to have a good sabbatical (*est. 2016*).

## QUARTERLY LEADERSHIP WORKSHOPS

Half-day workshops for department chairs, deans, and other leaders in units across all UW campuses. Past topics include recruitment and retention of diverse faculty, work-life balance, and preparing faculty for promotion and tenure (*est. 2002*).

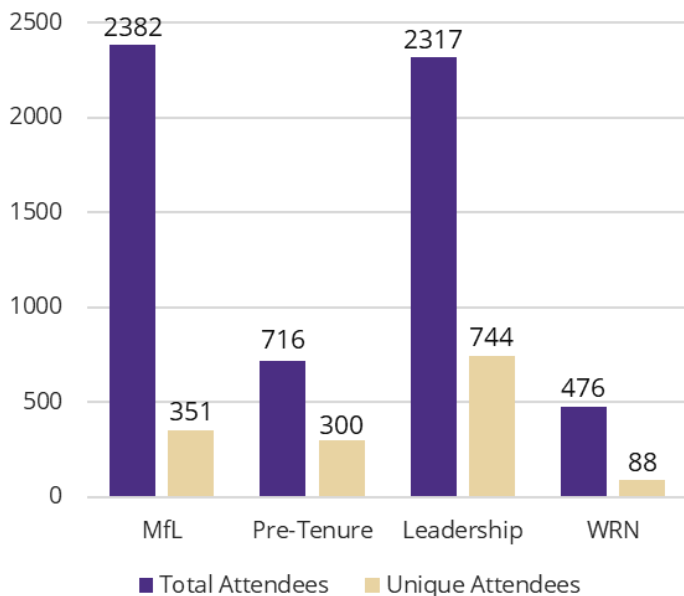
**178** Mentoring-for-Leadership Lunches

**59** Pre-Tenure Faculty Workshops

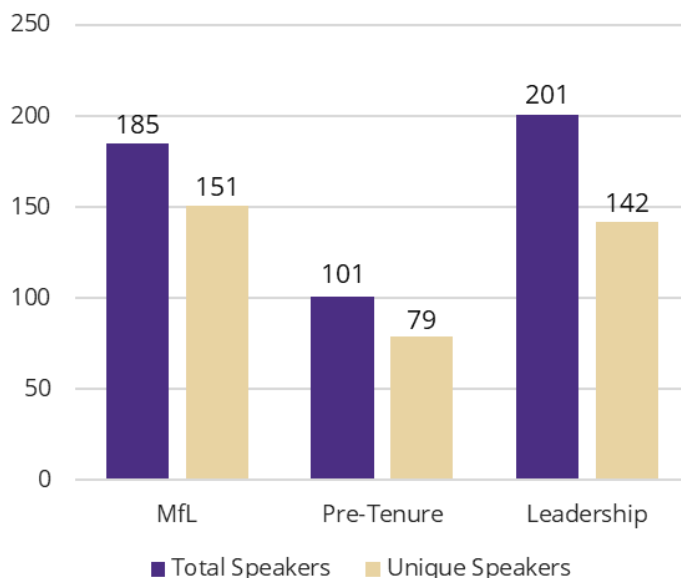
**59** Quarterly Leadership Workshops

**50** Write Right Now Sessions

## ADVANCE Workshop Attendees



## ADVANCE Workshop Speakers

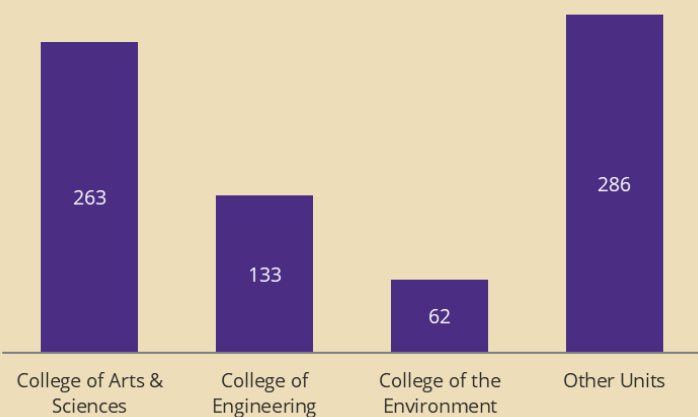


## LEADERSHIP WORKSHOP IMPACTS

ADVANCE Leadership Workshops participants report gaining useful information in...

- Understanding their role as a department leader.
- Developing better working relationships in their unit.
- Improving the climate in my unit for faculty, staff, and students from diverse backgrounds.
- Gaining useful tools and strategies to address similar issues in their unit.

## Leadership Workshop Unique Attendance by College (2002—2020)



## ADVANCE Workshops have reached:

- **6317** total participants
- **493** total speakers
- faculty from all **16** UW schools and colleges

## UW ADVANCE Center for Institutional Change

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