



# ADVANCE CENTER FOR INSTITUTIONAL CHANGE

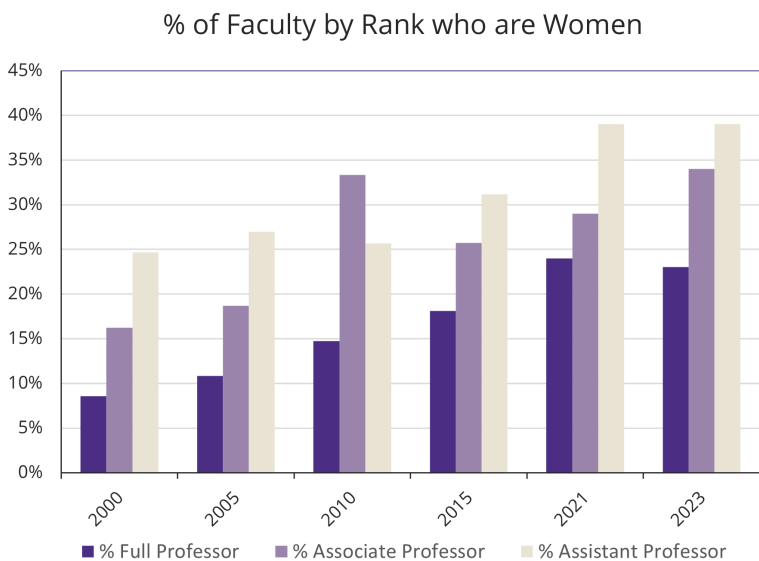
UNIVERSITY of WASHINGTON

## Impacts at UW

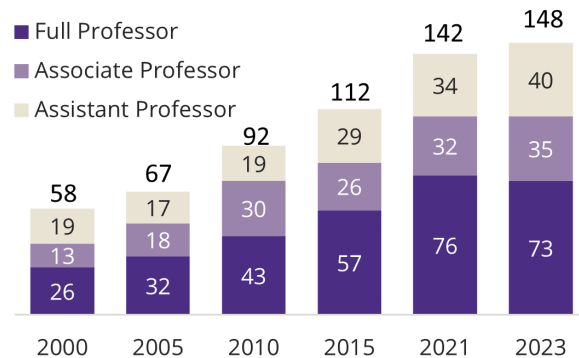
**OBJECTIVE:** UW ADVANCE partners with individual faculty, department chairs, UW leadership and the national STEM community to create systemic change so that women faculty can equitably join, succeed, and lead in STEM fields. UW ADVANCE serves research, tenured, and tenure-track faculty of all gender identities in our core units.

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

### ADVANCEment OF WOMEN FACULTY IN 19 UW STEM DEPARTMENTS



### # of Women Faculty by Rank



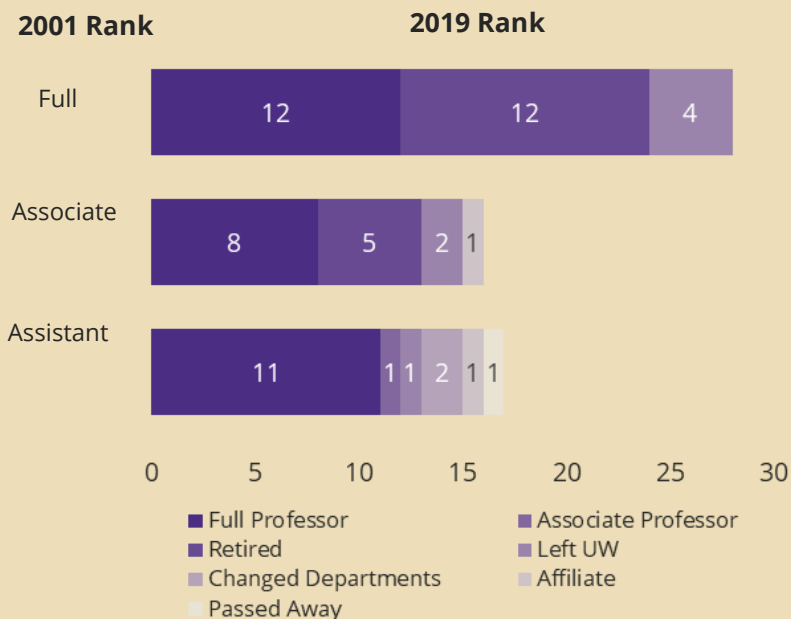
The number of tenure-track/tenured women faculty since 2000 has **MORE THAN DOUBLED**.

**OVER 49%** of women faculty from ADVANCE departments are full professors.

**OVER 28%** of faculty from ADVANCE departments are women.

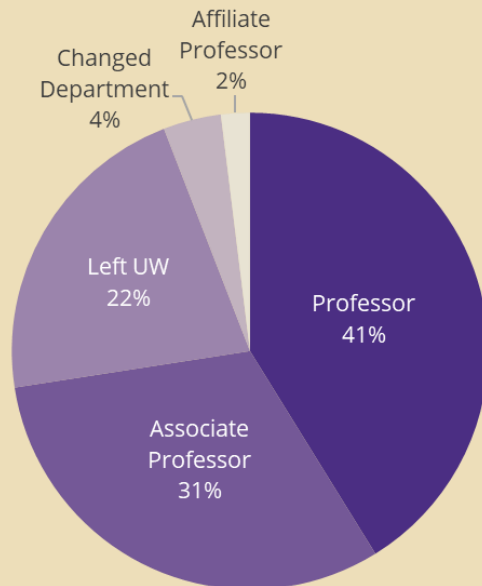
## ADVANCEment of Women Faculty at UW: A Comparison from Start to End of Grant

### 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 October 2024)

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

## QUARTERLY LEADERSHIP WORKSHOPS (LW)

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*).

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

Informal lunches that provide role models and professional development to broaden the pool of women considering academic leadership positions. (*est. 2003*).

## QUARTERLY PRE-TENURE FACULTY WORKSHOPS

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

## QUARTERLY WRITE RIGHT NOW CAFÉS (WRN)

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

## ANNUAL MID-CAREER WORKSHOPS (MC)

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*).

## PEER COACHING CIRCLES

Peer-to-peer faculty coaching programs to foster community (*est. 2014*).

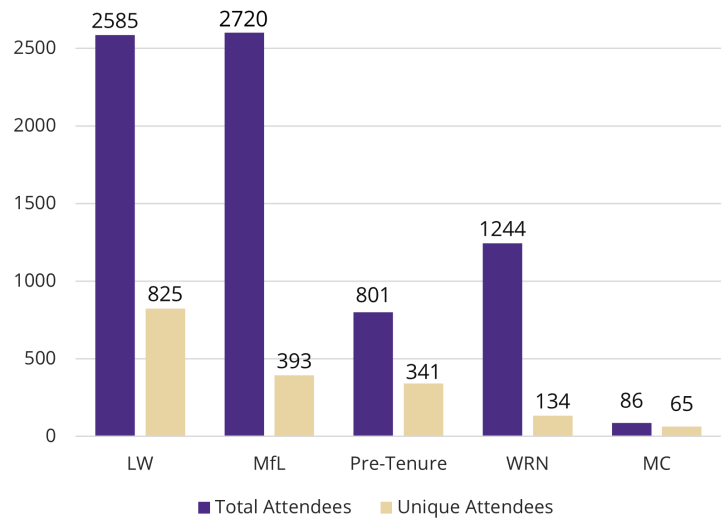
**206** Mentoring-for-Leadership Lunches

**69** Pre-Tenure Faculty Workshops

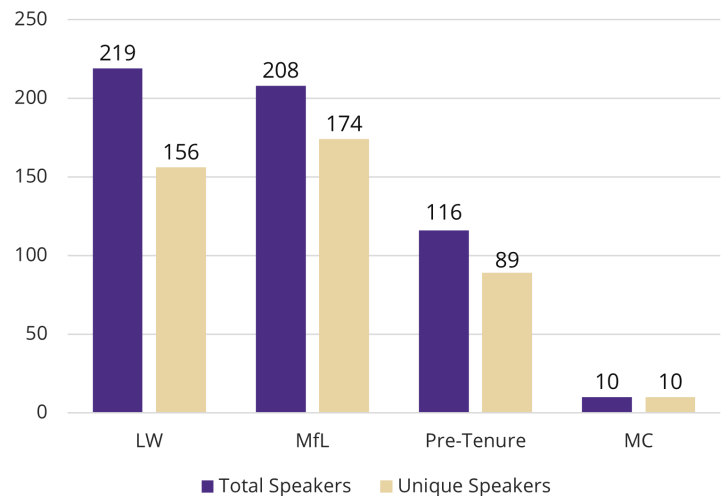
**66** Quarterly Leadership Workshops

**8** Annual Mid-Career Workshops

**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.

## ADVANCE workshops have reached:

- **7981** total participants
- **553** total speakers
- Faculty from all **19** UW schools and colleges

**UW ADVANCE Center for Institutional Change**

371 Loew Hall • Box 352180 • Seattle, WA • 98195-2180  
 advance.uw.edu • advcic@uw.edu • Phone: 206-543-4605