**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**

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

<table>
<thead>
<tr>
<th>2001 Rank</th>
<th>2019 Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Professor: 28</td>
<td></td>
</tr>
<tr>
<td>Associate Professor: 16</td>
<td></td>
</tr>
<tr>
<td>Assistant Professor: 17</td>
<td></td>
</tr>
</tbody>
</table>

Career Progression: Rank in 2019

Position/Rank in 2019 of UW ADVANCE Women Faculty who entered as Asst Prof (2001-2013)
UW ADVANCE offers five regularly-occurring programs throughout the academic year. These activities strengthen cross-campus relationships.

MONTHLY MENTORING-FOR-LEADERSHIP LUNCHES (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).

ADVANCE Workshops have reached:
- **6317** total participants
- **493** total speakers
- faculty from all **16** UW schools and colleges

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)