

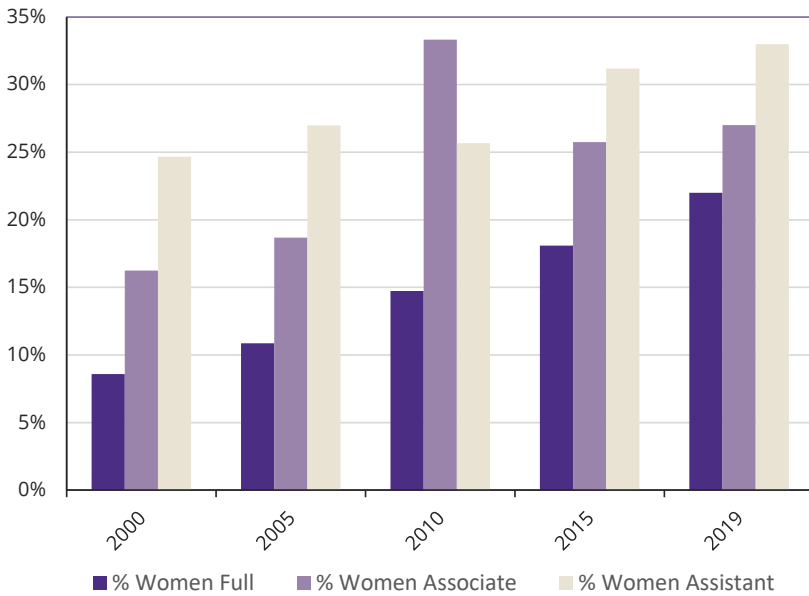
Impacts at UW

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.

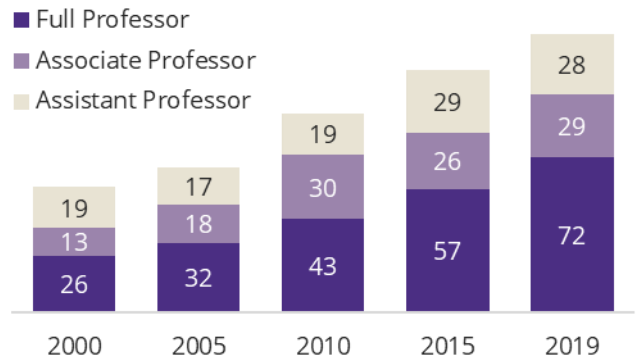
TARGET UNITS: College of Engineering; College of Arts & Sciences, Science Division; and College of the Environment.

ADVANCEment OF WOMEN FACULTY IN 19 UW STEM DEPARTMENTS

% of Faculty by Rank who are Women



of Women Faculty by Rank



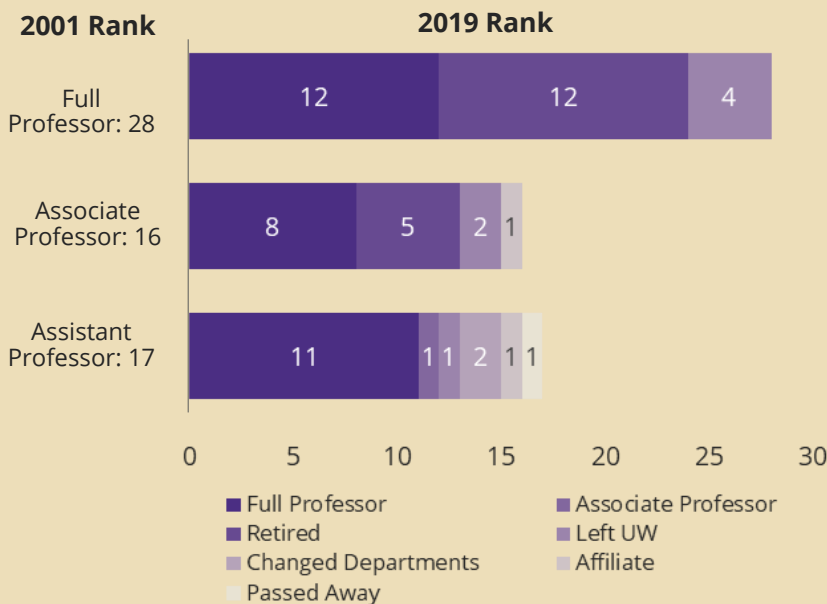
122% INCREASE in the number of tenure-track/tenured women faculty since 2000.

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

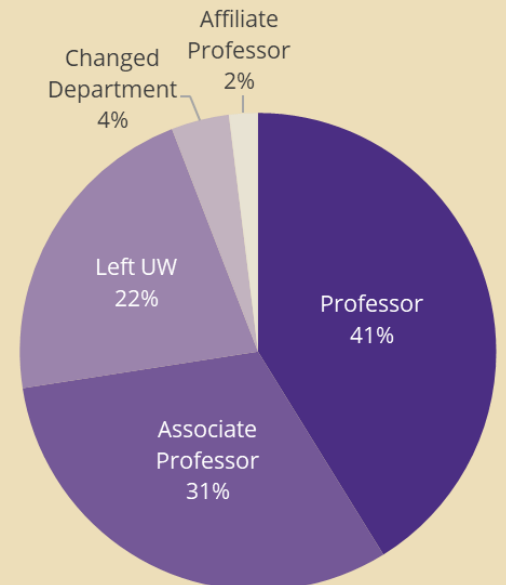
OVER 25% of faculty from ADVANCE departments are women.

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*).

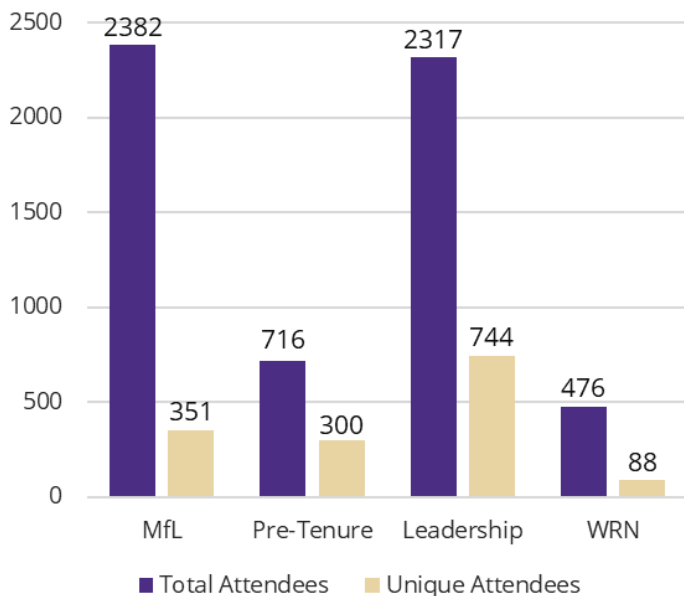
178 Mentoring-for-Leadership Lunches

59 Pre-Tenure Faculty Workshops

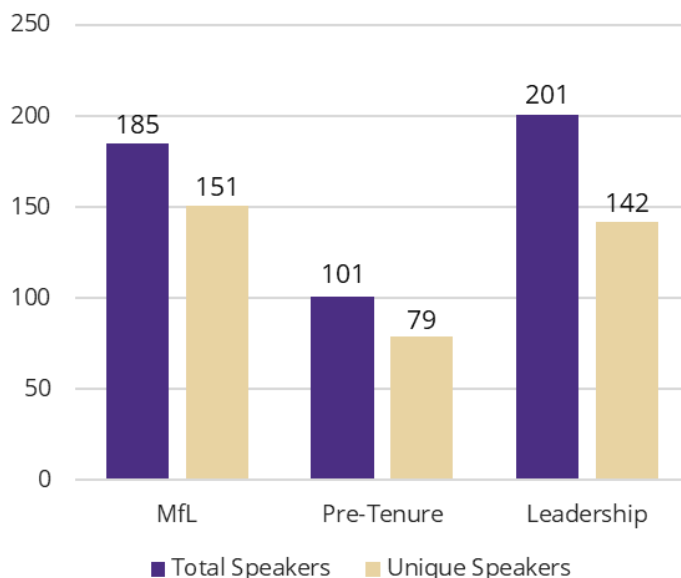
59 Quarterly Leadership Workshops

50 Write Right Now Sessions

ADVANCE Workshop Attendees



ADVANCE Workshop Speakers

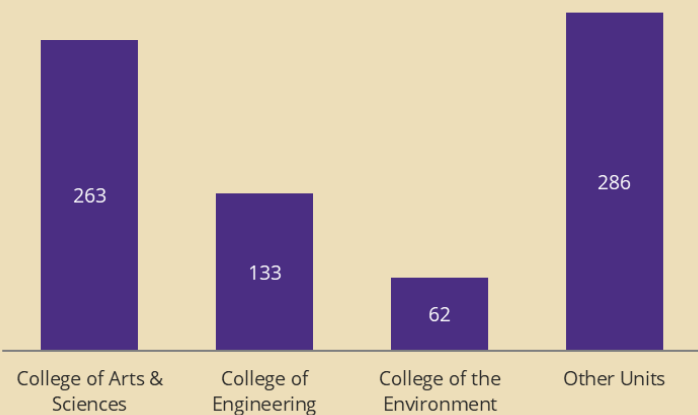


LEADERSHIP WORKSHOP IMPACTS

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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