

2024-25 Program Overview

ABOUT UW ADVANCE

Funded in 2001 with an NSF ADVANCE Institutional Transformation grant, UW ADVANCE is a campus and national resource for effective practices in academic leadership development, cultural and policy change, and the advancement of women faculty in STEM fields. Our objective is to create a diverse, thriving campus in which all faculty in science, technology, engineering and mathematics (STEM) receive proper support, flexibility and recognition to achieve their maximum potential. The core UW units served include the College of Engineering, the Natural Science Division in the College of Arts & Sciences, and the College of the Environment. In July 2023, UW ADVANCE joined the Office of Academic Personnel.

CORE CAMPUS INITIATIVES

UW ADVANCE offers five regularly-occurring programs throughout the academic year. These activities offer opportunities for networking and strengthen cross-campus relationships.

MONTHLY MENTORING-FOR-LEADERSHIP LUNCHES

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

QUARTERLY WRITE RIGHT NOW CAFÉS

Dedicated time and space for ADVANCE faculty to gather as a writing community.

QUARTERLY PRE-TENURE FACULTY WORKSHOPS

Workshops for ADVANCE pre-tenure faculty. Past topics include navigating tenure, communicating with department leaders, and applying for grants.

ANNUAL MID-CAREER WORKSHOPS

Workshops for ADVANCE mid-career faculty. Past topics include life after tenure, how to have a good sabbatical, and reflecting on teaching.

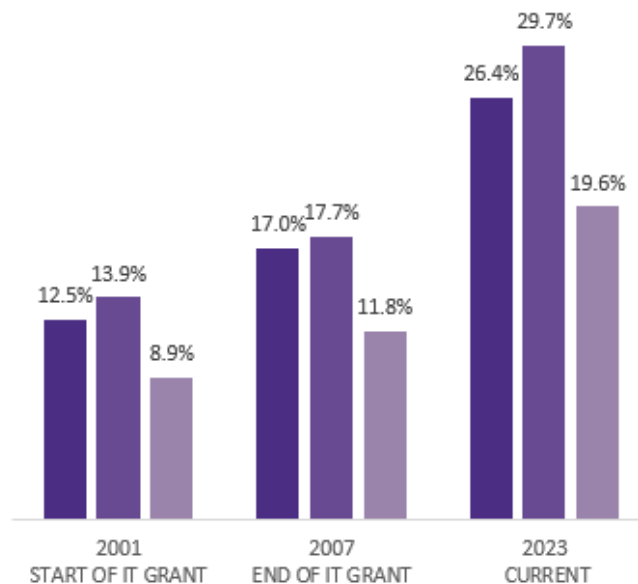
QUARTERLY LEADERSHIP WORKSHOPS

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.

INCREASING WOMEN FACULTY REPRESENTATION

PERCENTAGE WOMEN FACULTY

■ UW SCIENCE (9 DEPTS) ■ UW ENGINEERING (10 DEPTS) ■ NATIONAL (ENGR ONLY)*



*The national percentage of women faculty is collected from the American Society for Engineering Education "By the Numbers" 2022 edition

OTHER ADVANCE ACTIVITIES

- > Informal and formal consultation with campus leaders in STEM educate faculty on issues of diversity and leadership.
- > Peer-to-peer faculty coaching programs build community.
- > Meetings with women faculty during interviews and after arrival at UW provide work/life and career advice.
- > Welcome lunches orient new faculty in ADVANCE departments.



ACTIVE NATIONAL PROGRAMS

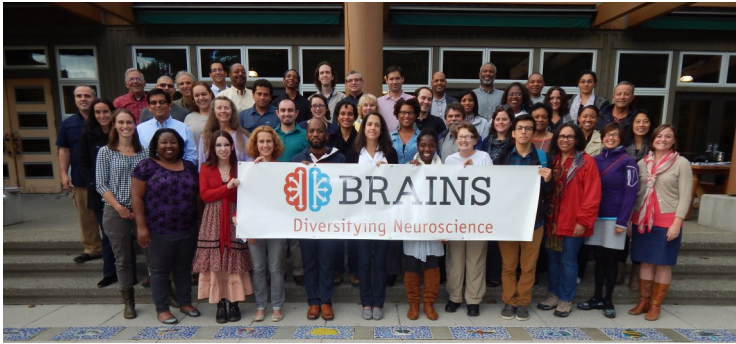


BROADENING THE REPRESENTATION OF ACADEMIC INVESTIGATORS IN NEUROSCIENCES (BRAINS)

2011-2026 | Funding Source: NIH NINDS

National program dedicated to advancing diversity and inclusion in neuroscience. BRAINS uses a unique cohort-based professional development approach to explicitly address the inclusion, retention, and advancement of early career (post Ph.D. and pre-tenure) neuroscientists from diverse backgrounds, including historically underrepresented and marginalized groups. Program seeks to develop participants' career self-efficacy through symposia, virtual workshops, mentorship, and peer networks.

www.brains.uw.edu



PAST NATIONAL PROGRAMS

www.advance.uw.edu/about/national

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

2015-2020 | Funding Source: NSF ADVANCE

A national symposium for early-career women in engineering. Also included peer mentoring and ethnographic research to study the program model.

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.

ON-RAMPS INTO ACADEMIA

2008-2013 | Funding Source: NSF ADVANCE

Workshops for women in industry with STEM PhDs who wanted to become faculty.

WOMEN EVOLVING BIOLOGICAL SCIENCES

2006-2013 | Funding Source: NSF ADVANCE

An annual three-day symposium for early-career women ecologists and evolutionary biologists.

PEOPLE

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Dr. Ana Mari Cauce, UW President & Professor of Psychology

Founding Faculty Director:

Dr. Eve Riskin, Professor Emerita of Electrical & Computer Engineering

RESOURCES DEVELOPED BY UW ADVANCE



LEAD-IT-YOURSELF!

2013-2019 | Funding Source: NSF ADVANCE

An online toolkit for planning leadership workshops and sharing best practices that advance STEM faculty diversity.

www.advance.uw.edu/liy



INTERRUPTING BIAS IN THE FACULTY SEARCH

2010-2011 | Funding Source: Henry Luce Foundation

A film and facilitation guide that illustrates common biases in academic search committee discussions.

www.advance.uw.edu/about/national/interruptingbias

CONTACT INFORMATION

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