

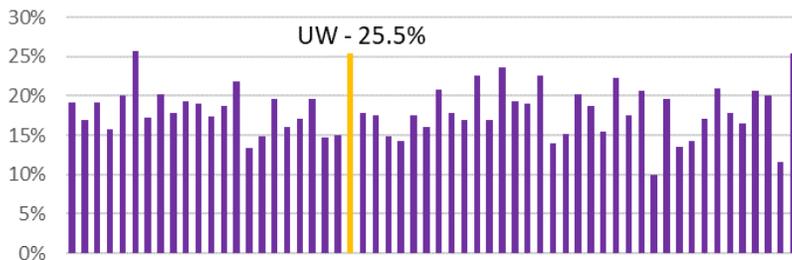
UW ADVANCE Center for Institutional Change 2019-20 Program Overview

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 female 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 the proper support, flexibility and recognition to achieve their maximum potential. The core UW units we serve are the College of Engineering; College of Arts & Sciences, Natural Science Division; and College of the Environment.

In 2018 UW had the 2nd highest percentage of female faculty representation in the top 55 Colleges of Engineering with 25.5% (2019 ASEE Engineering by the Numbers).

Female Tenure-Track Engineering Faculty by Institution



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 female STEM faculty an opportunity to explore different paths to leadership positions.

QUARTERLY WRITE RIGHT NOW SESSIONS

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

QUARTERLY PRE-TENURE FACULTY WORKSHOPS

Lunchtime workshops for pre-tenure STEM faculty. Past topics include navigating tenure, communicating with department leaders, and applying for grants.

ANNUAL MID-CAREER WORKSHOPS

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

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.

INCREASING FEMALE FACULTY REPRESENTATION

19 ADVANCE Departments

Tenured/Tenure Track Female Faculty 2001-2017

Engineering:

142% increase (26 to 63)

Science & Environment:

81% increase (32 to 58)

Overall:

109% increase (58 to 121)



OTHER ACTIVITIES AT UW

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



NATIONAL PROGRAMS



BROADENING THE REPRESENTATION OF ACADEMIC INVESTIGATORS IN NEUROSCIENCES (BRAINS)

2011-2021 | funding source: NIH NINDS

National program to accelerate and improve the career advancement of neuroscience postdoctoral scientists and assistant professors from underrepresented groups. Program seeks to develop participants' career self-efficacy through symposia, virtual workshops, mentorship, and peer networks.

www.depts.washington.edu/brains



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

2015-2020 | Funding Source: NSF ADVANCE

Modeled after BRAINS, a national program to advance the faculty careers of early-career women in Electrical Engineering and Computer Science and of early-career underrepresented minority women in Engineering. Includes national professional development symposia, peer mentoring groups, and ethnographic research to understand how and why this model works.

www.advance.washington.edu/lattice

PAST NATIONAL PROGRAMS

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 female ecologists and evolutionary biologists.

PEOPLE

Founding Principal Investigator:

Dr. Denice Denton, Former Dean of the College of Engineering

Former Principal Investigator:

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

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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.washington.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.engr.washington.edu/lead/biasfilm

CONTACT INFORMATION

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Original NSF IT Grant HRD-0123552

