



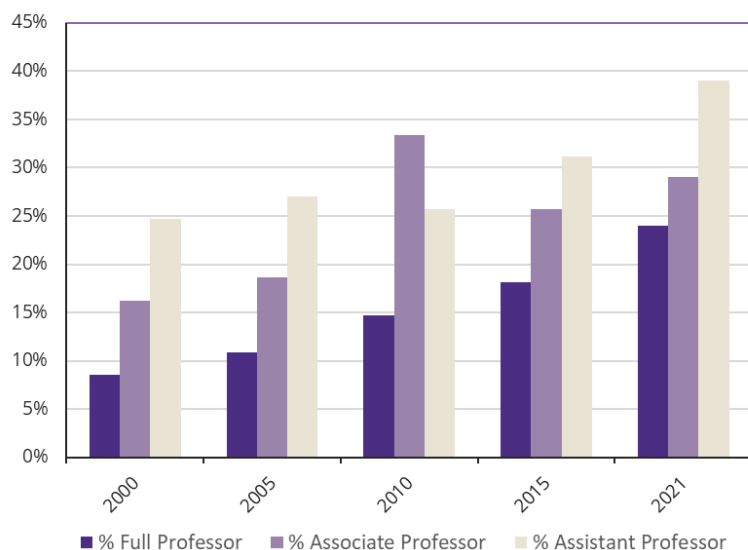
Impacts at UW

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.

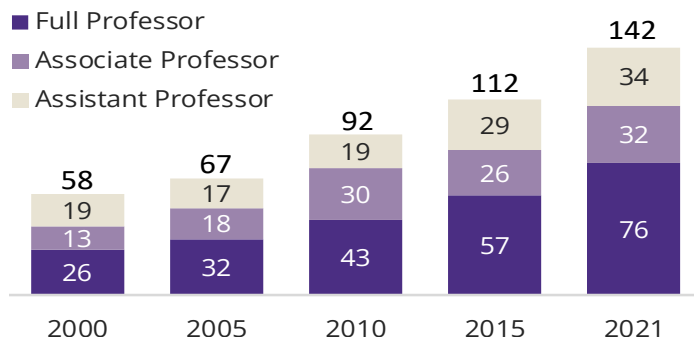
TARGET UNITS: College of Engineering; College of Arts & Sciences, Science Division; and College of the Environment.

ADVANCEment OF WOMEN FACULTY IN 19 UW STEM DEPARTMENTS

% of Faculty by Rank who are Women



of Women Faculty by Rank



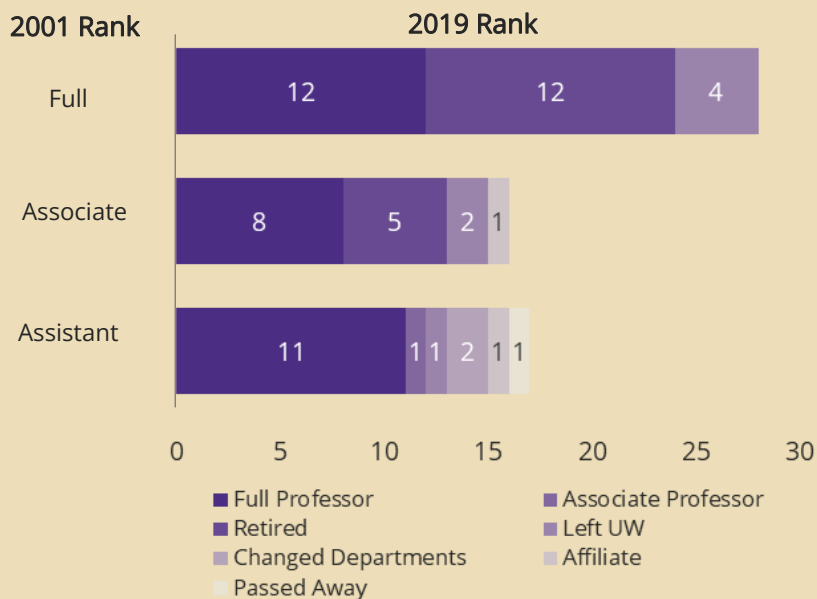
The number of tenure-track/tenured women faculty since 2000 has **MORE THAN DOUBLED**.

OVER 53% of women faculty from ADVANCE departments are full professors.

OVER 27% of faculty from ADVANCE departments are women.

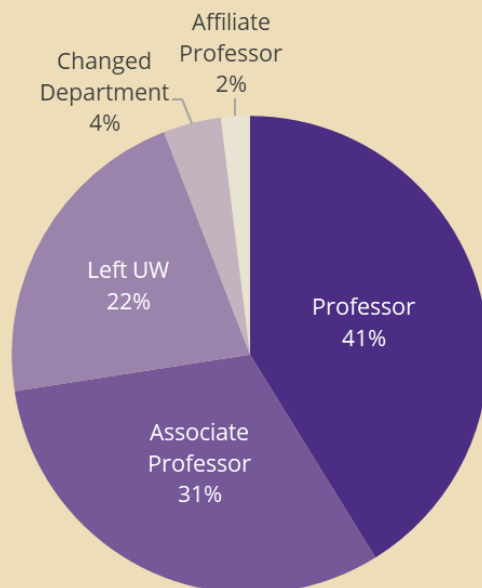
WHERE ARE THEY NOW? (2001 — 2019)

Career ADVANCEment of 2001 UW Women Faculty



Career Progression: Rank in 2019

Position/Rank in 2019 of UW ADVANCE Women



CORE CAMPUS INITIATIVES IMPACT (through August 2022)

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

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*).

MONTHLY MENTORING-FOR-LEADERSHIP LUNCHES (MfL)

Lunches that provide women ADVANCE faculty an opportunity to explore different paths to leadership positions (*est. 2003*).

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*).

QUARTERLY WRITE RIGHT NOW SESSIONS (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*).

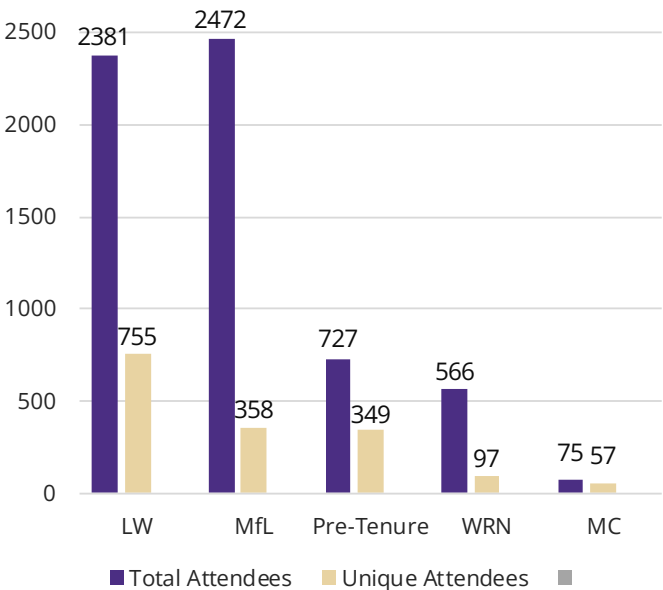
LEADERSHIP WORKSHOP IMPACTS

ADVANCE Leadership Workshops participants report gaining useful information in...

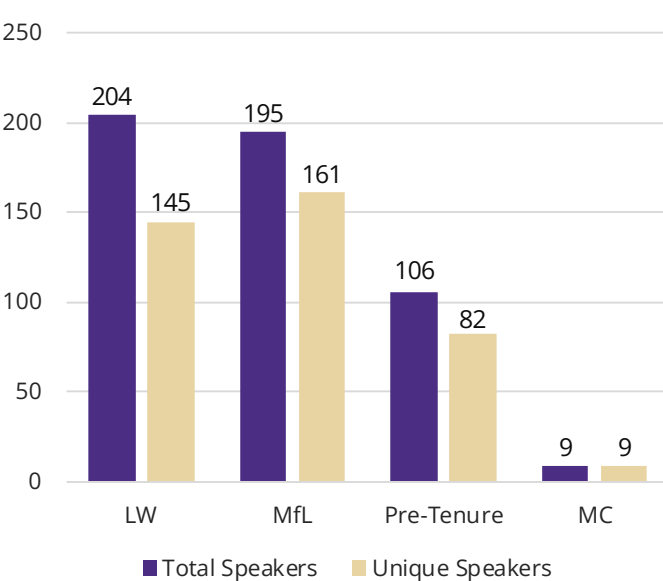
- Understanding their role as a department leader.
- Developing better working relationships in their unit.
- Improving the climate in my unit for faculty, staff, and students from diverse backgrounds.
- Gaining useful tools and strategies to address similar issues

188 Mentoring-for-Leadership Lunches
63 Pre-Tenure Faculty Workshops
61 Quarterly Leadership Workshops
7 Annual Mid-Career Workshops

ADVANCE Workshop Attendees



ADVANCE Workshop Speakers



ADVANCE workshops have reached:

- **6597** total participants
- **514** total speakers