**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

<table>
<thead>
<tr>
<th>Year</th>
<th>Full Professor</th>
<th>Associate Professor</th>
<th>Assistant Professor</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>58</td>
<td>19</td>
<td>26</td>
</tr>
<tr>
<td>2005</td>
<td>67</td>
<td>17</td>
<td>32</td>
</tr>
<tr>
<td>2010</td>
<td>92</td>
<td>30</td>
<td>43</td>
</tr>
<tr>
<td>2015</td>
<td>112</td>
<td>29</td>
<td>57</td>
</tr>
<tr>
<td>2021</td>
<td>142</td>
<td>32</td>
<td>76</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>2001 Rank</th>
<th>2019 Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full</td>
<td></td>
</tr>
<tr>
<td>Associate</td>
<td></td>
</tr>
<tr>
<td>Assistant</td>
<td></td>
</tr>
</tbody>
</table>

#### Career Progression: Rank in 2019

- **Professor:** 41%
- **Associate Professor:** 31%
- **Left UW:** 22%
- **Affiliate:** 2%
- **Changed Department:** 4%
- **Retired:** 1%

*Last Updated 8/2022*
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.

ADVANCE workshops have reached:
- **6597** total participants
- **514** total speakers