OBJECTIVE: Creating a diverse, thriving campus in which all faculty in science, technology, engineering and mathematics (STEM) receive the proper support, flexibility and recognition to achieve her or his maximum potential.

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

ADVANCEment OF FEMALE FACULTY IN 19 UW STEM DEPARTMENTS

WHERE ARE THEY NOW?

Career ADVANCEment of 2001 UW Female Faculty

<table>
<thead>
<tr>
<th>2001 Rank</th>
<th>2015 Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASSISTANT PROFESSOR: 17</td>
<td>11</td>
</tr>
<tr>
<td>ASSOCIATE PROFESSOR: 16</td>
<td>11</td>
</tr>
<tr>
<td>FULL PROFESSOR: 28</td>
<td>17</td>
</tr>
</tbody>
</table>

Career Progression: Rank in 2015
Position/Rank in 2015 of UW ADVANCE Female Faculty who were Asst. Professors (2001-2009)

3% Changed Departments
Associate Professor 47%
Full Professor 21%
Left UW 29%
Changd Departments
Passed Away 0%

OVER 50% of female faculty from ADVANCE departments are full professors.

93% INCREASE in the number of tenured or tenure-track female faculty since 2001.

Since 2001, 18 OF 19 UW STEM departments have seen an increase in both number & percentage of female faculty in their department.
CORE CAMPUS INITIATIVES IMPACT

PRE-TENURE FACULTY WORKSHOPS
Quarterly workshops for pre-tenure STEM faculty create a campus-wide support and networking opportunity, and offer professional development on topics such as navigating tenure, communicating with department leaders, and applying for grants and awards.

LEADERSHIP WORKSHOPS
Half-day quarterly workshops for department chairs, deans, and other faculty offer professional development to help them become more effective leaders. Past topics include recruitment and retention of diverse faculty, work-life balance, and preparing faculty for promotion and tenure.

MENTORING-FOR-LEADERSHIP LUNCHES
Monthly lunches feature different women speakers discussing their leadership experiences. This informal format provides women faculty an opportunity to explore paths to different leadership positions and strengthens cross-campus relationships.

MID-CAREER WORKSHOPS
Annual workshops for mid-career STEM faculty create a campus-wide support and networking opportunity and offer post-tenure professional development.

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.
- Useful tools and strategies to address similar issues in their unit.

Leadership Workshop Attendance by College

ADVANCE workshops have reached:
- a total of 4972 participants and speakers;
- 1323 unique faculty members;
- faculty from ALL 16 UW schools and colleges.