

UWADVANCE University of Washington Center for Institutional Change

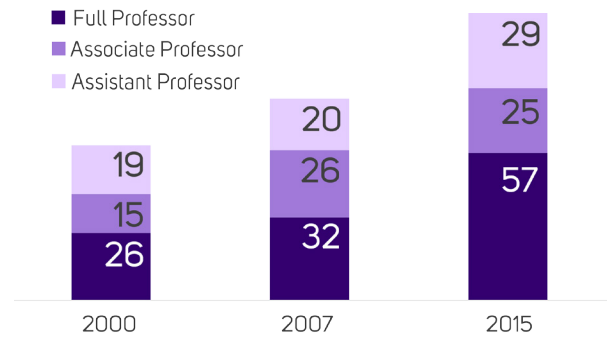
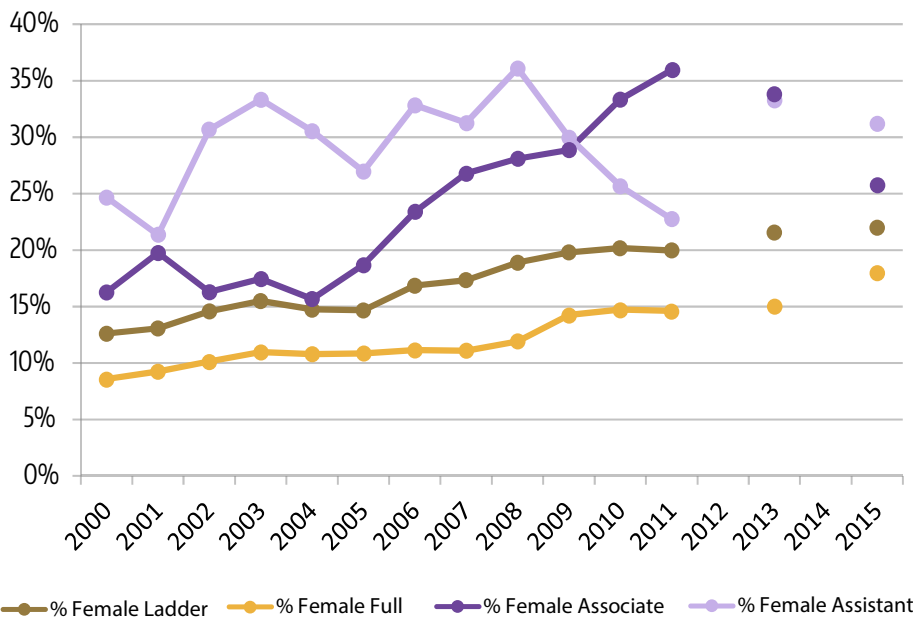
Impacts at UW

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

UW ADVANCE FEMALE FACULTY BY THE NUMBER

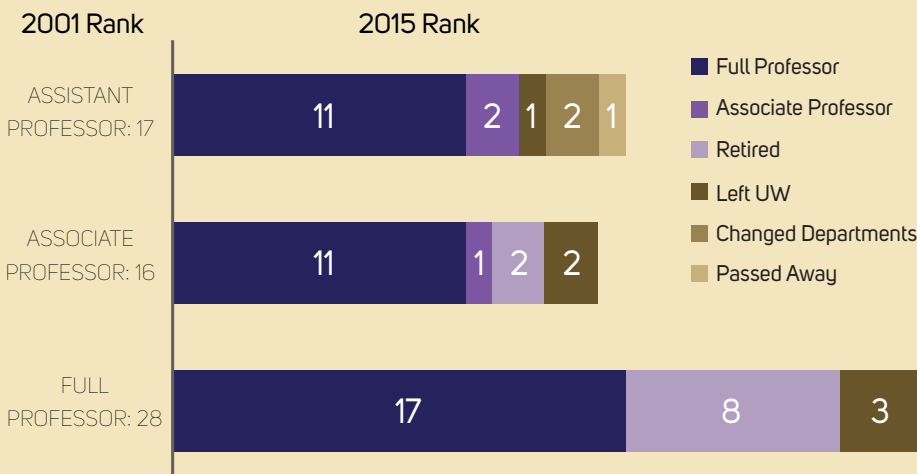


93% INCREASE in the number of tenured or tenure-track female faculty since 2001.

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

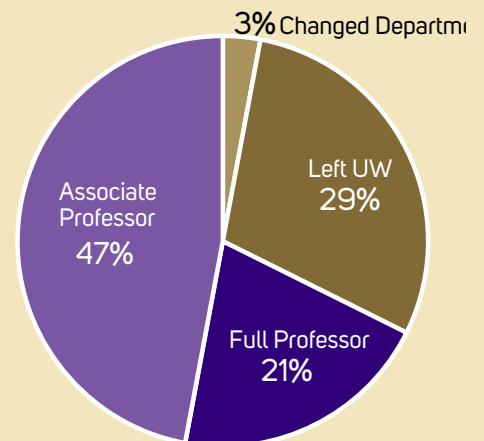
WHERE ARE THEY NOW?

Career ADVANCEment of 2001 UW Female Faculty



Career Progression: Rank in 2015

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



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

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.

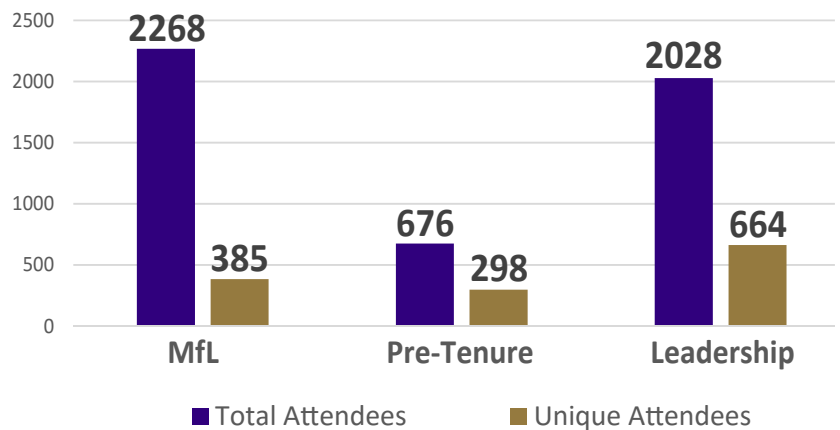
166 Mentoring-for-Leadership Lunches since 2003

48 Pre-Tenure Faculty Workshops since 2003

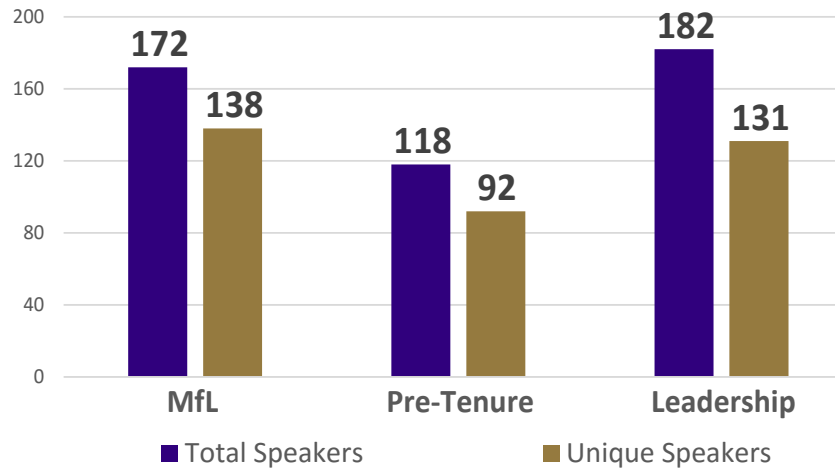
50 Quarterly Leadership Workshops since 2002

3 Mid-Career Workshops since 2016

ADVANCE Workshop Attendees



ADVANCE Workshop Speakers

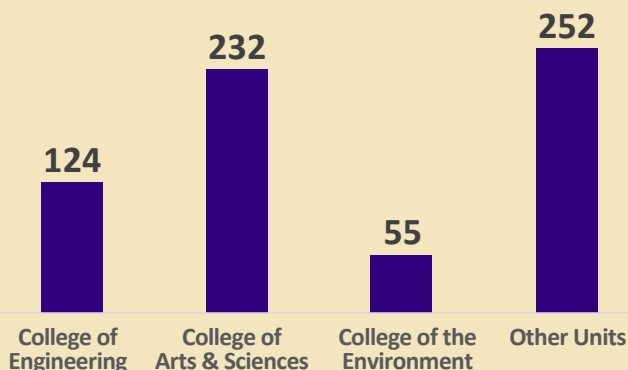


LEADERSHIP WORKSHOP IMPACTS

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.
- 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.

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