

# **ADVANCE Initiatives for Junior Women Faculty**

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## UW ADVANCE Principles

Systemically Focused

Practical

Peer-to-Near-Peer

# On-Campus Core Programs

## Professional Development

### Personal Mentoring

STEM women tenured  
and tenure-track faculty

2001 – Present  
Quarterly

### Mentoring-for- Leadership Lunches

STEM women tenured  
and tenure-track  
faculty

2003 – Present  
Monthly

### Pre-Tenure Faculty Workshops

STEM co-ed  
pre-tenure faculty

2004 – Present  
Quarterly

## Personal Mentoring

- **Meet women candidates during interviews to talk about UW ADVANCE**
- **Dr. Joyce Yen has coffee with all new women faculty when they arrive**
- **We are a safe resource for issues**

## **Peer Mentoring Circles – Every Other Thursday**

- **Regular meetings every other week**
- **Commitment to confidentiality**
- **Commitment to work on issue in the group**
- **Contracts for accountability**
- **Joyce starts the MCs – they are self-sustaining**

## Sample Leadership Lunch Topics

- **Personal leadership stories from women**
- **Promotion to full professor**
- **Communicating science and engineering with the public**
- **Salary negotiations (coming in Spring)**

## Features

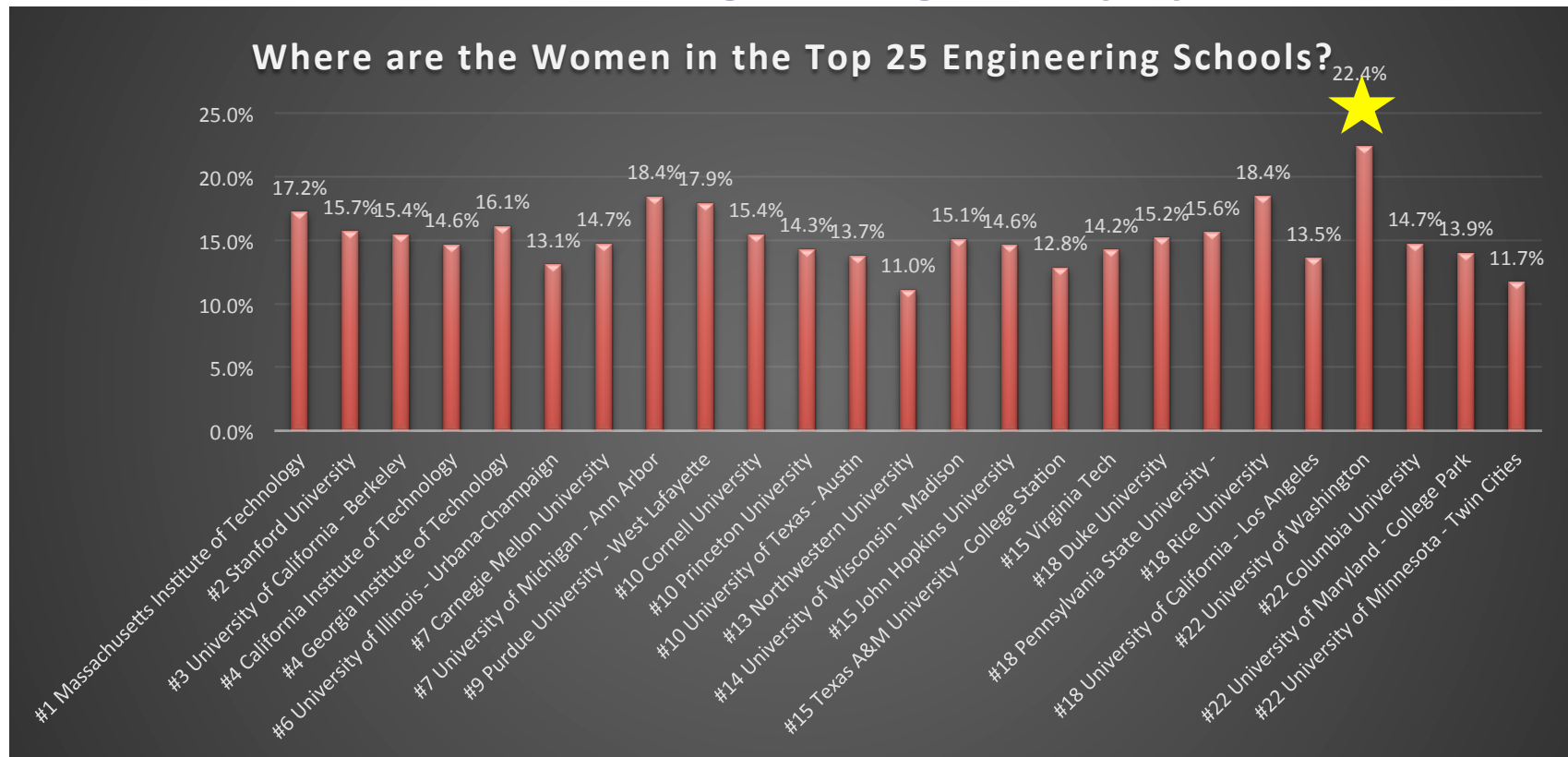
- **Cross-career, cross-department networking**
- **Room full of PhD level women scientists and engineers**

# Sample Junior Faculty Workshops

- **Managing research budgets**
- **What I wish I knew the first year**
- **Recruiting strong graduate students**
- **Setting up a lab**
- **Time management**
- **Promotion and tenure**

# The National Scene:

## Women Tenure-Track Engineering Faculty by Institution



Fall 2013 data. Source: 2013 ASEE Engineering by the Numbers.



# LEAD-it-Yourself!

LEAD-it-  
Yourself!



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