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

Where are the Women in the Top 25 Engineering Schools?

Fall 2013 data. Source: 2013 ASEE Engineering by the Numbers.
LEAD-it-Yourself!

advance.washington.edu/liy