

ADVANCE

AT WSU

What is ADVANCE at WSU?

ADVANCE is an organization that focuses on promoting career-long excellence for all. We seek to eliminate obstacles to recruiting, hiring, retaining, and advancing an exceptional faculty. We aim to do so by increasing the representation of women and historically underrepresented faculty in all disciplines, especially in STEM, developing and disseminating innovative strategies, and implementing an infrastructure that gives these efforts the highest institutional support and visibility, and fully engages the WSU community. We provide programming and support through work/life support, leadership training, and institutional transformation to accomplish these goals.

What programs do you offer?

- The **External Mentor Program** provides career-development opportunities for faculty of all ranks and tracks to work with a noted expert in their discipline to address barriers to the involvement of women and historically underrepresented faculty in any discipline.
- The **George and Joan Berry Faculty Success Grant** is intended to support early career women and underrepresented faculty (pre-tenure) in any discipline at WSU. Grants may be used to support activities related to their scholarship and that will contribute to promotion and professional success.
- The **Transitions Grant** assists faculty during work/life transition periods to ease stressors and to support faculty in maintaining the excellence of their work.
- The **Travel Assistance Award Program** provides financial support to allow the travel of dependents necessary to allow faculty to present at national or international conferences.
- Our **Leadership Training Program** provides funding for proposals that have identified suitable leadership programs, training, or other opportunities expected to advance the faculty member in their leadership aspirations.
- We periodically fund small grants to conduct **social science projects** aimed at generating publishable research on factors affecting the recruitment, retention, and advancement of women in STEM disciplines.

Who can use ADVANCE resources?

All women and historically underrepresented faculty, regardless of rank or track, are encouraged to apply to our programs. Our workshops are open to all WSU faculty and staff unless otherwise posted.

How can I learn more about ADVANCE at WSU?

Visit our [website](#) to learn about our grants, upcoming events, and workshops. You can also contact the ADVANCE Director, Jennifer Thigpen at jthigpen@wsu.edu.