



"I am pleased to announce continued funding of ADVANCE at WSU programs, and the expansion of its programs to include underrepresented minority faculty. This is a very positive step for the University."

—*Daniel J. Bernardo, Ph.D.*
Provost and Executive Vice President



"The ADVANCE program at WSU that was initiated with a grant from NSF has demonstrated some best practices for attracting, retaining, and advancing women faculty in STEM disciplines. Moreover, many of these initiatives are also valuable for faculty from underrepresented minority groups. We are thrilled that the Provost is not only continuing support of these programs, but is also expanding these for other faculty as well."

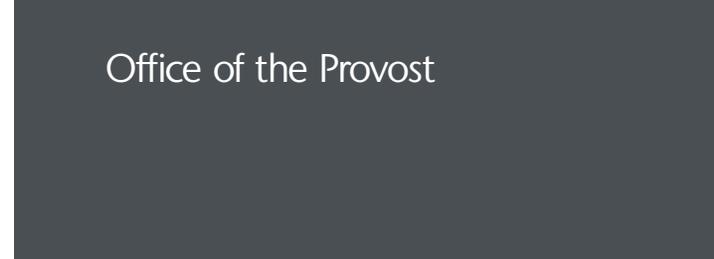
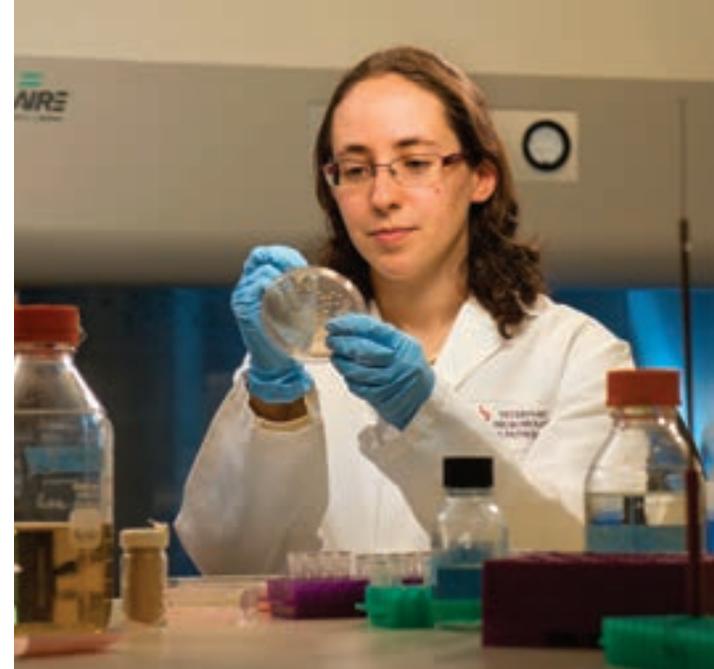
—*Candis S. Claiborn, Ph.D.*
Dean of the Voiland College of Engineering and Architecture and PI for WSU NSF ADVANCE grant

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To learn how
ADVANCE at WSU can
benefit you, scan the
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The material in this brochure is based on work supported by the Washington State University Office of the Provost and the National Science Foundation (NSF) under Grant No. 0810927.

THE PROGRAM

ADVANCE at WSU strives to increase the participation of women with academic careers in the fields of science, technology, engineering, and mathematics (STEM) and underrepresented minorities (URMs) in any discipline by providing funding opportunities for individuals working toward achieving our goals.

Our vision is to develop an inclusive research institution whose faculty are supported by a system that promotes career-long excellence for all, irrespective of gender or minority status. We focus on work/life transition points—especially those that disproportionately impact women and URMs—and any obstacles to recruiting, hiring, retaining, and advancing exceptional, diverse faculty.

We began by focusing strictly on keeping STEM women faculty in the academic pipeline. Our programs aim to limit the number of obstacles that prevent these individuals from moving forward in their careers. We have now expanded our focus to include URMs as well.



Program eligibility is available to tenured and tenure-track STEM women faculty and URMs (regardless of gender or discipline).

ADVANCE at WSU receives funding from both the Office of the Provost and the National Science Foundation, and significant support from the College of Arts and Sciences, College of Agricultural, Human, and Natural Resource Sciences, Voiland College of Engineering and Architecture, and College of Veterinary Medicine. All colleges and departments with URM faculty will work with the program to support them.

GOALS

- Increase the percentage of tenured and tenure-track women faculty in target science, technology, engineering, and mathematics (STEM) disciplines.
- Increase the percentage of tenured and tenure-track URM faculty.
- Support policies and practices to enhance recruitment, retention, and advancement of women and URM faculty.
- Foster a positive, inclusive work environment through programs and career opportunities that include support at critical work/life transition points.
- Implement an infrastructure that gives these efforts the highest institutional support and visibility, and fully engages the WSU community.

BY THE NUMBERS

92%

Of surveyed STEM women faculty, over **92%** describe the External Mentor Program and the Transitions Program as being completely or mostly beneficial to them personally, by reducing the stress during a challenging period in their lives. In conclusion **97%** of surveyed STEM women faculty described the External Mentor Program as having improved the likelihood of them reaching their career goals.



“The External Mentor program provided me with an opportunity to form a one-on-one mentoring relationship with an expert in the field, Dr. Jennifer Hall. The ability to invite her to WSU and visit the University of Minnesota allowed for the reciprocal exchange of ideas, allowing her to meet with people on campus and provide informed advice.”

—Dr. Joanna Kelley, *Biological Sciences*
2013 External Mentor Grant Recipient



“The ADVANCE Pro-Net program allowed me to establish a stronger connection with Dr. Christine Wiedinmyer, a Scientist III at the National Center for Atmospheric Research and an expert in fire emission modeling. In addition to her visit to Washington State University

to explore and develop new collaborative research projects and informal mentoring for early-career female scientists, Christine also provided valuable career advice and expanded my network to include other experts in my research area which are especially pertinent to the research activities in the Department of Civil and Environmental Engineering’s Laboratory for Atmospheric Research and the Center for Environmental Research, Education, and Outreach.”

—Dr. Serena Chung, *Civil and Environmental Engineering*
2012 Pro-Net Participant

26%

BUT...of surveyed STEM faculty, **26%** still believe that other faculty tend not to speak up when they see instances of discrimination based on race/ethnicity, and **27%** when based on gender.

Source: ADVANCE Grant Recipient Survey in April 2014.
How Opportunities for STEM Women Faculty at WSU are Changing: A Preliminary Analysis from the 2012 All Faculty Survey, August 2012 conducted by the Social and Economic Sciences Research Center.