WSU ADVANCE Personnel
Principal Investigator
Warwick Bayly, Ph.D., Provost and Executive Vice President

WSU ADVANCE Steering Committee
Robert Bates, Ph.D. (co-PI), WSU Vancouver, Director of Research and Graduate Education
Candis Claiborn, Ph.D. (co-PI), Dean of the College of Engineering and Architecture
K.D. Joshi, Ph.D. (co-PI), Associate Professor in the College of Business
Gretal Leibnitz, Ph.D. (co-PI), EXCELinSE Center Assistant Director
Fran McSweeney, Ph.D. (co-PI), Vice Provost of Faculty Affairs
Mary Sanchez Lanier, Ph.D. (co-PI), Associate Dean of the College of Sciences
Amy Wharton, Ph.D. (co-PI), WSU Vancouver, Director of Liberal Arts and Professor of Sociology
Nancy Magnuson, Ph.D., Professor of Molecular Biosciences
James (Dick) Pratt, Ph.D., WSU Tri-Cities, Vice Chancellor for Academic Affairs
Shelley Pressley, Ph.D., Assistant Research Professor of Civil and Environmental Engineering and ProNET Coordinator
Alex Tan, Ph.D., WSU Faculty Diversity Fellow and Professor of Communication

WSU ADVANCE EXCELinSE Center Director
Nancy Magnuson, Ph.D.

WSU ADVANCE EXCELinSE Center Assistant Director
Gretal Leibnitz, Ph.D.

Mission
The Mission of the WSU ADVANCE Institutional Transformation program is to develop an inclusive research institution whose faculty are supported by a system that promotes career-long excellence for women and men. We recognize that to achieve this vision, we must address barriers to institutional involvement. We pay special attention to career and work/life transition points where we face obstacles to recruiting, hiring, retaining, and advancing a quality, diverse faculty.

Washington State University affirms in its strategic plan that having a diverse faculty is crucial to its mission as a public land grant research institution. To achieve this mission, we must recruit and retain an excellent, diverse faculty. NSF ADVANCE at WSU will help lead the way not only for the STEM disciplines but for the entire university.

—Warwick Bayly, Ph.D., Provost and Executive Vice President
WSU ADVANCE Principal Investigator
Goals
The goals of the NSF ADVANCE Institutional Transformation project are:

- Increase representation of women in STEM disciplines by providing them with institutional support through programs and policies at critical points of their careers.
- Develop and disseminate innovative transformational strategies that can be applied in similar research-intensive, rural, land-grant universities.
- Obtain the highest level of continued institutional support and visibility for the project to sustain institutional change.

WSU ADVANCE is supported by a $3.7 million grant from the National Science Foundation.

Institutional Transformation Initiative
Aimed at organizing, monitoring, and assessing institutional progress by disseminating results and best practices to the broader community. Activities include:

- The Excellence in Science and Engineering (EXCELinSE) Center, which serves to implement and integrate the ADVANCE initiatives and activities across the WSU system.
- The EXCELinSE Research Team, which coordinates ADVANCE research efforts and disseminates small social science research grants.
- University policy/procedure review and proposal development.

Preparing and Recruiting a Diverse Faculty Initiative
Aimed at recruiting excellent, diverse candidates in science and engineering careers at WSU. Activities include:

- Enhancing STEM involvement in the WSU Summer Doctoral Fellows program (www.gradschool.wsu.edu/CurrentStudents/SD Fellows).
- The Faculty Proactive Recruitment and Diversity Network (Pro-NET) program, which broadens the pool of potential faculty by inviting new doctorates and established professionals in target STEM areas to the WSU campus for visits and networking opportunities.
- The Hiring Augmentation program, which provides identified complementary resources for STEM hiring packages.
- Recruitment resources such as the Prospective Faculty Resource Guide and Faculty Search information to provide faculty with best and promising recruitment strategies and practices.

Work/Life Initiative
Aimed at addressing institutional and individual barriers to retention and advancement of faculty members through:

- The Dual-Career Partner Assistance program with the University of Idaho, which provides reciprocal partner accommodation resources at both institutions to facilitate tenure-track/tenured faculty hiring.
- The Infant Care Placeholder program, which is designed to provide faculty access to on-site and local infant child care.
- The Transitions Grant program, which provides faculty with short-term assistance to address work/life needs.

Shihui Shen, Ph.D., an EXCELinSE External Mentor grant recipient, with Dallas Little, Ph.D., External Mentor.

The External Mentor program provided me a platform to establish formal research connections with Dr. Dallas Little’s group at Texas A&M. Through Dr. Little and his visit to WSU, our group is now seeking more collaborations in the self-healing of asphalt material with a number of research groups across the nation.

—Shihui Shen, Ph.D., assistant professor of civil and environmental engineering and recipient of External Mentor grant

Leadership Training Initiative
Aimed at addressing climate and leadership barriers to recruitment, retention, and advancement. Activities include:

- Enhancing the established WSU Chairs workshop.
- The ADVANCEing Institutional Transformation workshop, a two-day intensive workshop for academic deans, chairs, and directors, is focused on best practices to recruit, retain, and advance an excellent, inclusive faculty.
- The External Mentor program, which provides career development for all faculty via mentoring by off-campus leaders in science and engineering.

Drs. Susmita Bose and Amit Bandyopadhyay, mechanical and materials engineering professors, and their family.

Washington State University is deeply committed to promoting faculty excellence through inclusion and diversity. The NSF ADVANCE Institutional Transformation grant will significantly help us honor this commitment. I am pleased to offer my support to this important program and its initiatives.

—Elson S. Floyd, Ph.D.
President

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