Our vision: To develop an inclusive research institution whose faculty is supported by a system that promotes career-long excellence for women and men.

Our focus: Work/life transition points—especially those that disproportionately impact women—and obstacles to recruiting, hiring, retaining and advancing an exceptional, diverse faculty.

**PROGRAMS**

**SIGNATURE PROGRAMS**
- External Mentor Program
- PROactive Recruitment and NETwork Development (PRO-NET) Program
- Transitions Program
- Social Science Research Program
- Provost’s Leadership Academy
- Department Development Grants

**NEW PROGRAMS LAUNCHED IN 2012**
Sittercity Family Program: This program was created in response to our work/life initiative, which is geared towards addressing institutional and individual barriers to retention and advancement for all university faculty members. The Sittercity Family Program provides access to a national network of caregivers to meet a variety of needs—from childcare and eldercare to tutoring and housekeeping.

**UPCOMING PROGRAMS**
- 2nd ADVANCEing Institutional Transformation Workshop
- Faculty Search Chair and Committee On-line Training

**DISSEMINATION**

Conference posters and presentations, journal papers, book chapters and program descriptions have been published about the efforts and impact of ADVANCE at WSU.

The Departmental Liaisons are a key communication link between the department chair, faculty and the ADVANCE Program Implementation Team. They meet regularly and provide information and advocacy on programs and initiatives to their department faculty. They help identify and address barriers to recruitment, retention and advancement of women faculty in science, technology, engineering and mathematics (STEM) disciplines. Twenty-nine departments in five colleges are represented.

On November 28, 2011, the Social Science Research Fellows met at WSU Vancouver. The purpose of the meeting was twofold: disseminating outcomes of current social science research projects and sharing a program overview with STEM faculty women.

ADVANCE at WSU originated the ADVANCE Implementation Mentors (AIM) national network that helps disseminate and broaden support for ADVANCE work. Attendees meet monthly to discuss best practices and AIM has proven itself to be a valuable resource for the now 47 members, representing 34 ADVANCE institutions.

Three members of the ADVANCE team traveled to Alexandria, VA in November to attend the 2011 NSF ADVANCE PI Meeting. They shared several research projects: 1) the development of the AIM Network; 2) a summary of the STEM faculty reactions to the 2008-2010 budget cuts at WSU; and 3) an assessment of job effort requirements by mothers, fathers, and non-parents in and out of academic STEM disciplines.

The Assistant Director of the EXCELinSE Center attended the 2011 International Conference for Women Scientists and Engineers in Adelaide, Australia in July 2011. She shared programs initiated by ADVANCE at WSU to help promote women in the STEM disciplines.

Contact us at ADVANCE@wsu.edu
RESEARCHER HIGHLIGHT

Kelly Ward
Current Status of Gender Equity at WSU: A Report of Existing Efforts

The purpose of this project was to examine and analyze reports and documents that have been generated in the past 5-7 years in order to: (1) provide a benchmark of where WSU is with regard to gender equity, and (2) to honor and build upon existing efforts to create a more equitable WSU environment and provide a complete picture of current (and recent) initiatives that are related to the WSU ADVANCE Grant so the grant team has information to build upon.

The analysis of the reports highlight that issues associated with gender equity and faculty quality are important and present to faculty, staff, and administrators at WSU and have been for quite some time. The four themes that are related to the ADVANCE grant goals and are clearly present as topics of concern in the reports that were part of the analysis include child care, climate, leadership, and salary. One of the recommendations of the report was that ADVANCE initiatives need to be directly tied to existing efforts at WSU to have credibility with members of the WSU community already involved in gender equity pursuits.

FOCUS AND IMPACT OF ADVANCE AT WSU

Formal External Mentor grants provide professional development opportunities for STEM women faculty by supporting the development of mentoring relationships with eminent faculty outside WSU. (Funded: 24)

The Proactive Recruitment and Network Development (PRO-NET) program enables faculty search pools to be broadened; seeks to proactively recruit qualified women in STEM areas, and create a network of established female, senior STEM faculty who will serve as recruitment “ambassadors” for WSU. (Funded: 9)

Through our Transitions program, assistance is provided during work/life transition periods to ease stressors and to support faculty in maintaining the excellence of their work. (Funded: 11)

Our Social Science Research grants are aimed at generating publishable research on factors affecting the recruitment, retention, and advancement of women in STEM disciplines. (Funded: 11)

The Dual-Career Partnership program provides career assistance for dual-career couples in the STEM disciplines. This program is operated in collaboration with the University of Idaho. (Funded: 4)

In an effort aimed at improving the department climate for faculty, staff, and students, and to increase faculty satisfaction, Department Development Grants were implemented. Examples of funded grants are a focus on improved departmental communication or holding seminars to support faculty development. Awardees were required to discuss the outcomes of their projects with the broader WSU community. (Funded: 11)

The Sittercity Family Program was launched in February 2012 in response to our work/life initiative, which is geared towards addressing institutional and individual barriers to retention and advancement for all university faculty members. This pilot program provides access to a national network of caregivers to meet a variety of needs—from childcare to tutoring to housekeeping. (72/6.9% enrolled, 172 uses to date)

In collaboration with the Office of the Provost, the Provost’s Leadership Academy was created to provide a year-long series of training sessions for emerging leaders.

Expansion of the existing the Department Chairs Training program addresses climate and leadership barriers to recruitment, retention, and advancement of an excellent, diverse faculty.

PROGRAM Showcase

A Panel Discussion on Sabbatical Leave
Why So Few Faculty Take Sabbatical: Barriers and Bridges to Professional Leave
March 28, 2012

Have you taken a sabbatical? Want to get started planning a successful sabbatical? Join us for a panel discussion. Hear from faculty who have overcome barriers and built bridges to professional development through sabbatical leave. Learn the strategies of faculty who have successfully negotiated the challenges of stay-at-home sabbaticals. Engage in a discussion of traditional and alternative approaches to sabbatical leave with a panel of WSU faculty at a brown-bag discussion.

Sponsored by the Dept. of Plant Pathology through a grant from ADVANCE at WSU Department Development Grants

Photograph taken by Dr. Lindsey du Toit during her 2011 sabbatical leave in South Africa.