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.
Professor in the Voiland College of Engineering and Architecture and PI for the WSU NSF ADVANCE grant

For further information, please contact:

**ADVANCE**

**AT WSU**

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To learn how ADVANCE at WSU can benefit you, scan the QR code with your smartphone or visit: advance.wsu.edu

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THE PROGRAM

ADVANCE at WSU strives to increase the participation of women with academic careers in the fields of science, technology, engineering, mathematics, and medicine (STEMM) and diverse faculty in any discipline by providing funding opportunities for individuals working toward achieving the program’s 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 diverse faculty—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. The focus has been expanded to diverse faculty, defined in terms of underrepresented minority (URM) status, and to include the Elson S. Floyd College of Medicine. Our programs aim to limit the barriers that prevent these individuals from moving forward in their careers.

Tenured and tenure-track women faculty in STEMM and diverse faculty, with diversity defined as URM, regardless of gender or discipline are eligible for ADVANCE at WSU programs.

ADVANCE at WSU receives funding from the Office of the Provost, 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 the College of Veterinary Medicine.

GOALS

• Increase the percentage of tenured and tenure-track women faculty in science, technology, engineering, mathematics, and medicine (STEMM) disciplines.
• Increase the percentage of tenured and tenure-track diverse faculty.
• Support policies and practices to enhance the recruitment, retention, and advancement of women in STEMM and diverse 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 STEMM women faculty 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 STEMM women faculty described the External Mentor Program as having improved the likelihood of them reaching their career goals.

26%

However 26% of surveyed STEMM faculty 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 STEMM 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.

—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

“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