

THE LEADERSHIP PROGRAM

The ADVANCE at WSU Leadership Program is an initiative for supporting participation in leadership opportunities. The aim of the program is to foster career development of eligible faculty* by supporting leadership opportunities and trainings. The Leadership Program is intended for otherwise eligible tenure-track and tenured faculty, with submissions from non-tenure track faculty also considered. This initiative is intended to help grantees through the promotion and/or tenure process, encouraging faculty to seek administrative responsibilities, enhance leadership succession planning, and promote discipline leadership. The ADVANCE at WSU Leadership Program provides funding for proposals that have identified suitable leadership programs, trainings, and opportunities. The proposed use of funds must demonstrate a significant intention of providing career advancement opportunities for the WSU faculty member.

*Eligible faculty include women in Science, Technology, Engineering, Mathematics and Medicine (STEMM) disciplines and diverse faculty (male or female), with diversity defined in terms of under-represented minority (URM) status, in any discipline at WSU.

LEADERSHIP TRAINING INITIATIVE

The Leadership Training Initiative, which addresses climate and leadership barriers to recruitment, retention and advancement, includes the following programs/activities:

- **External Mentors Program** provides career-development opportunities for STEMM faculty of all ranks to work with a noted expert in their discipline in a manner that would help address barriers to involvement of women and underrepresented minorities in STEMM disciplines.
- **Leadership Training Program** provides funds for proposals that have identified suitable leadership programs, training, or additional opportunities. This support is available to women tenure-track and tenured STEMM faculty and tenure-track and tenured underrepresented minorities in all disciplines.



on how to find a better balance between work and family.”

—*Dr. Erin Thornton, Archaeology*
2016 External Mentor Grant Recipient



“This was the best program that I have participated in at WSU. I have a hard time reaching out for help and encouragement and this pushed me in the right direction.”

—*Dr. Catherine Cooper,*
School of the Environment
2010 External Mentor Grant Recipient

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.

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.