



Dr. Erika Offerdahl
School of Molecular Biosciences
Presents at the 2018 Regional Approaches to Women's Leadership in STEMM Conference



Dr. Kelly Ward
Vice Provost for Faculty Development and Recognition
Presents at the 2018 Regional Approaches to Women's Leadership in STEMM Conference

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Leadership Program

Office of the Provost

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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. 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. ADVANCE at WSU Leadership Program provides funding for proposals that have identified suitable leadership trainings and opportunities. The proposed use of funds must demonstrate a significant intention to provide career advancement opportunities for the WSU faculty member. The Leadership Program is intended for otherwise eligible tenure-track and tenured faculty.



*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 underrepresented 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:

- **External Mentor Program** provides career-development opportunities to work with a noted expert in a relevant discipline in a manner that would help address barriers for women faculty in STEMM and diverse faculty in any discipline.
- **External Mentor Program- Pilot Extension** provides additional career-development opportunities for faculty previously supported by an External Mentor award. The goal of the Pilot Extension is to provide External Mentor award recipients (*in collaboration with their mentors*) the support needed to carry out pilot investigations and obtain preliminary data required for external funding applications.

Only faculty with prior External Mentor funding are eligible to participate in the Pilot Extension Program.

ADVANCEing LEADERSHIP OPPORTUNITIES

21.7%

Of women hold faculty positions, while **78.3%** of men hold faculty positions. This is often referred to as the 'leaky pipeline' which describes the continuous loss of women at consecutive career stages in academia. ADVANCE at WSU addresses the broken and leaky pipeline by offering a variety of leadership opportunities and programs for women and underrepresented minorities.

Source: ECU's Equality in higher education: statistical report 2014.



"The ADVANCE program allowed me to connect with an external mentor who guided me through key aspects of building and establishing my own stable isotope prep lab at WSU. On a more personal level, I also benefited greatly from my mentor's advice 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

NATIONAL CENTER FOR FACULTY DEVELOPMENT AND DIVERSITY

ADVANCE at WSU is also a member of the National Center for Faculty Development and Diversity. NCFDD is an independent professional development, training, and mentoring community of over 71,000 graduate students, post-docs, and faculty members, who are dedicated to supporting academics and making successful transitions throughout their careers. With ADVANCE at WSU they offer leadership webinars, on-campus leadership workshops, professional development training, and intensive mentoring programs. Take part in their upcoming webinar events and their other career developing opportunities!

The Higher the Fewer

Is a phrase used to recognize the fact that even though women have higher education attainment levels than men, they are often hired at a lower faculty rank, receive a lower salary, and are bypassed for leadership positions in academia compared to their male colleagues. ADVANCE at WSU provides leadership opportunities for women faculty to help them get involved early and often in local and national academic organizations, find a leadership mentor, and build a strong leadership network.

Source: American Council on Education Higher Ed Spotlight, 2017.