
Measuring Success

Since the beginning of the K-State ADVANCE Project in 2003:

- 48 women hired into SEM tenure-line positions
- 15 women promoted to full professor, 26 to associate with tenure, and three associate professors received tenure
- 11 SEM women now hold administrative positions

Climate Survey 2007

- Campus climate survey distributed to all faculty in 2007, 48.5% response rate
- Analysis is ongoing. Most recently, we have been examining differences between SEM and non-SEM faculty.

Dissemination and Institutionalization

- Initiatives disseminated via conference papers, a book chapter, presentations at national conferences, and talks at other institutions.
- ADLS expanded to include social science departments and science-related departments in two additional colleges.
- Discussing implementation of paid parental leave for 9-month faculty.
- Commitments by deans to institutionalize initiatives at the college level.
- Commitment by Provost to institutionalize initiatives at the university level.