Women in the United States are underrepresented in tenure-track faculty positions. Professor Stepan-Norris’ study examines one intervention (which belongs to a larger set of interventions) designed to improve gender equity and possible mechanisms involved in change in gender equity among tenure-track university professors. The focus of the study is on the UCI ADVANCE intervention program while holding important organizational demographics constant. Using the University of California, Irvine (UCI) as a case study, findings show that UCI improved its rate of hiring women faculty members during the years it ran the ADVANCE program, compared to prior years and compared to other UC campuses. Equity Advisors were identified as important in improving women’s representation among faculty at UCI.

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Refreshments will be provided.