The purpose of this study was to examine changes in experiences of incivility before and after the implementation of ADVANCE-related activities for female and male faculty in STEM and non-STEM fields. Results showed that, in general, experiences of incivility decreased for all faculty.

### ADVANCE Activities Aimed at Reducing Incivility
- LEAD Department Head Workshops
- Student Diversity Performances
- FASIT (Faculty and Staff Interaction Team)
- STRIDE (Strategies and Tactics for Recruiting to Improve Diversity and Excellence)

### Method
- All variables were aggregated to the department level for women and men in STEM/Non-STEM
  - Females STEM ($n = 28$)
  - Males STEM ($n = 38$)
  - Females Non-STEM ($n = 39$)
  - Males Non-STEM ($n = 43$)
- Paired Samples T-Tests were conducted to examine changes over time

### Results

#### Incivility from Faculty
- Male Non-Stem
- Female Non-Stem
- Male Stem
- Female Stem

#### Incivility from Students

#### Incivility from Staff

![Graph showing changes in incivility over time for different groups](image-url)