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
- Incivility from Students
- Incivility from Staff

![Graphs showing changes in incivility from faculty, students, and staff over time](image-url)