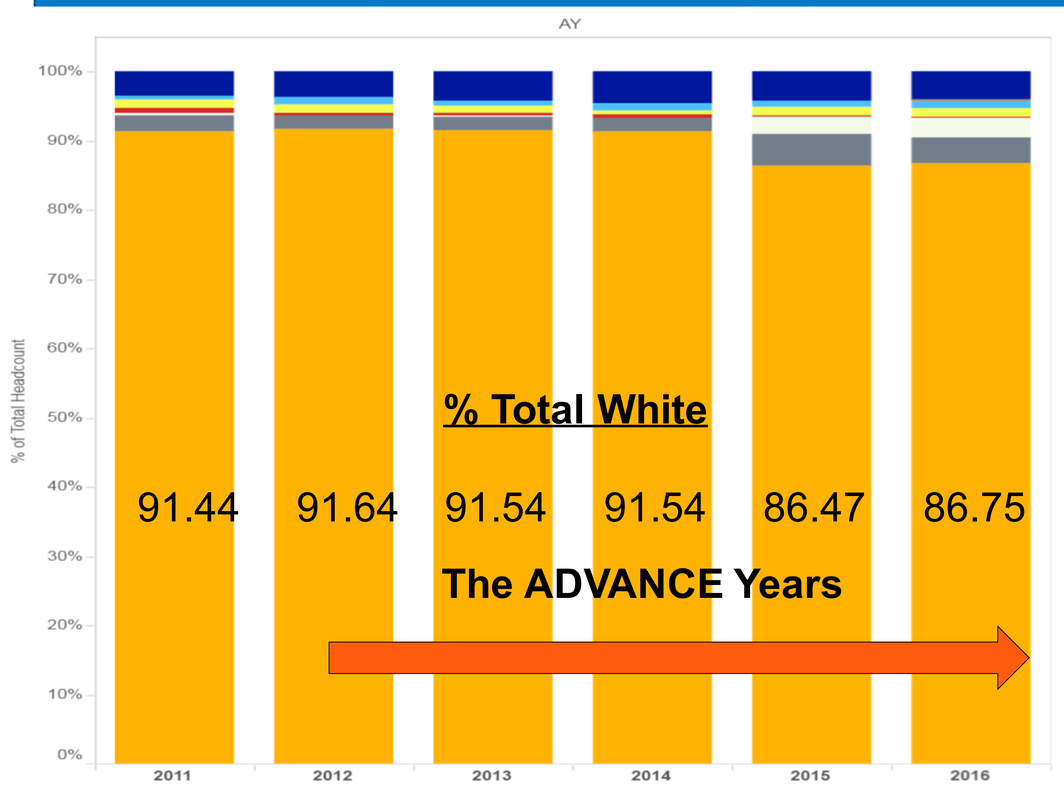
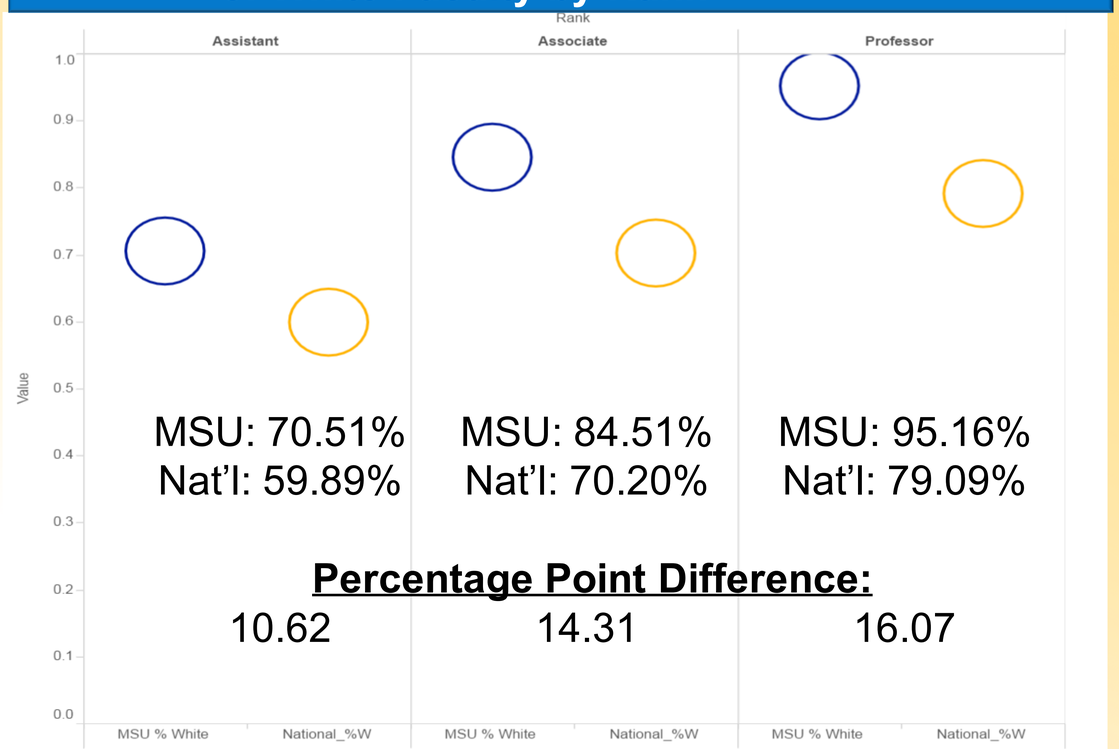
ADVANCE Cannot End With the End of ADVANCE

MONTANA STATE UNIVERSITY
ADVANCE Project TRACS

Diversity at MSU by Race and Ethnicity by Year

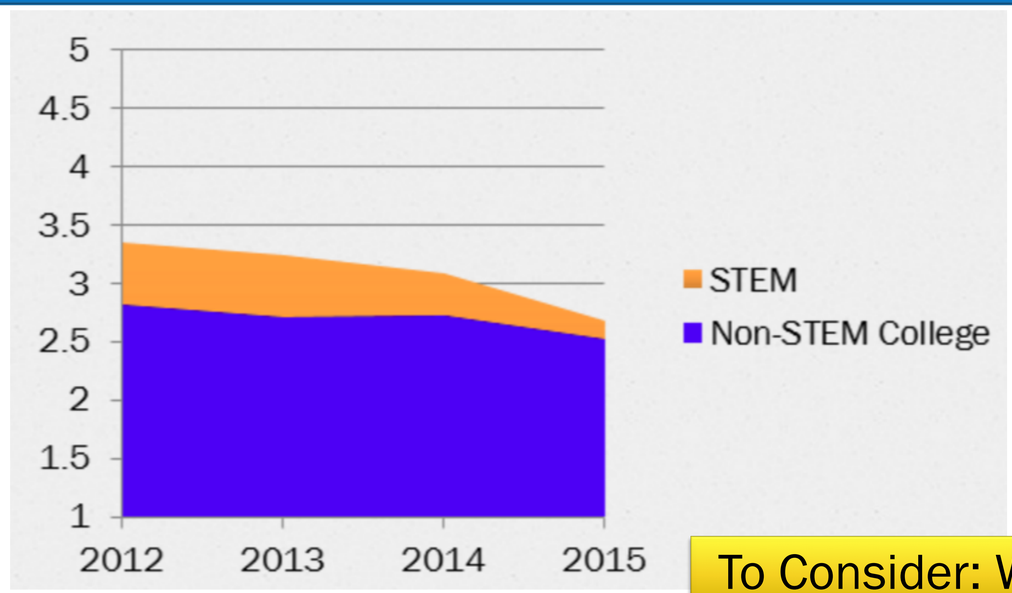


National Comparison of Diversity at MSU of White Faculty by Rank



To Consider: We have made improvements in race and ethnic diversity, but there is room for continued progress. What are MSU's goals for diversity? What do pathways for increasing diversity look like? What are our challenges?

Sexism by STEM and Non-STEM Colleges



Perceptions of How MSU Faculty Perceive Women Faculty by Gender

Most MSU faculty perceive women faculty as…

	mean difference
determined	M > F, p = .013
warm-hearted	*ns*
friendly	*ns*
highly competent	M > F, p = .001
likeable	M > F, p = .033
intelligent	M > F, p < .001

To Consider: Men report most faculty perceive women faculty as determined, competent, likeable and intelligent, but women faculty are disagreeing. What new or current initiatives can help close this perception gap?

To Consider: What can be done to continue this trend after the ADVANCE grant has ended?.