



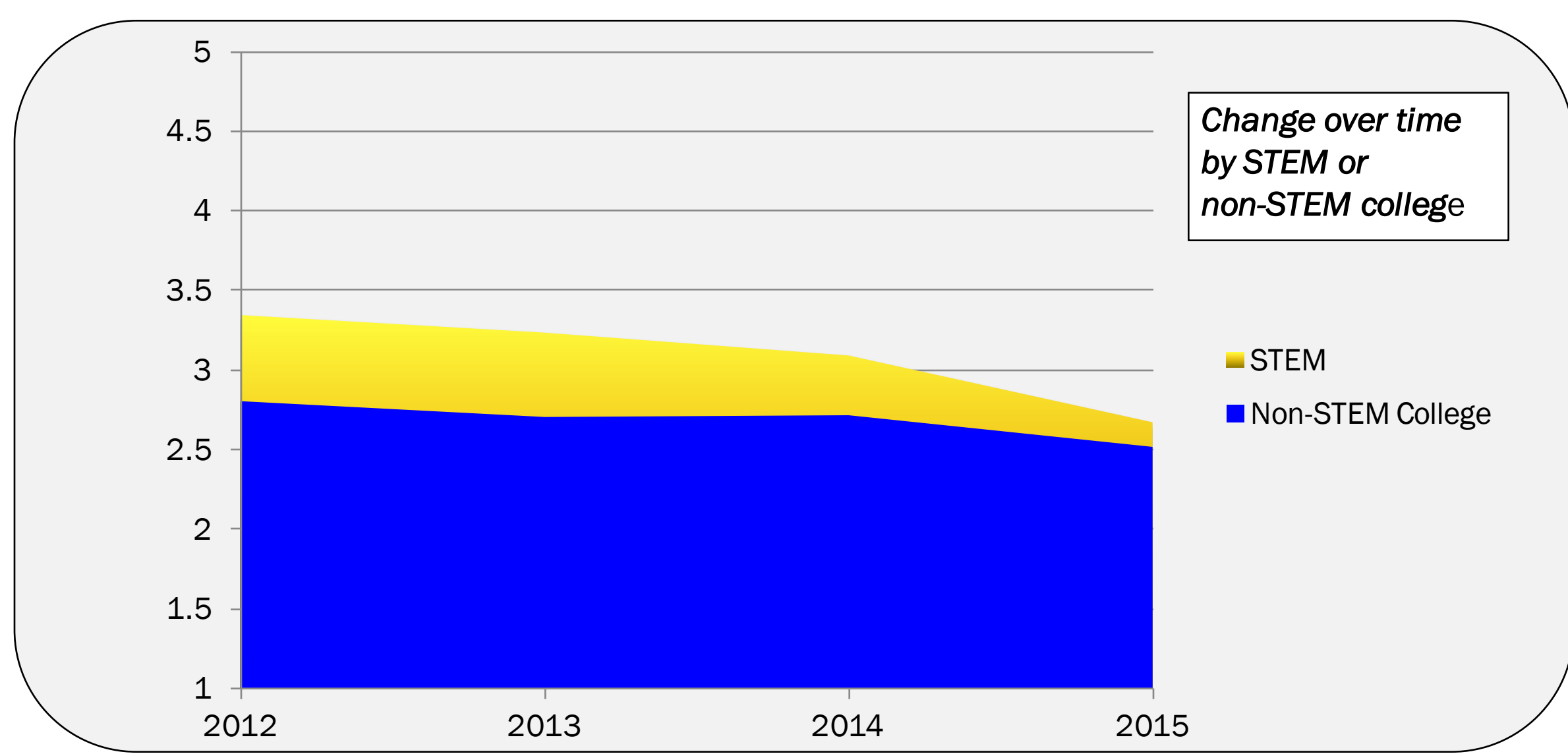
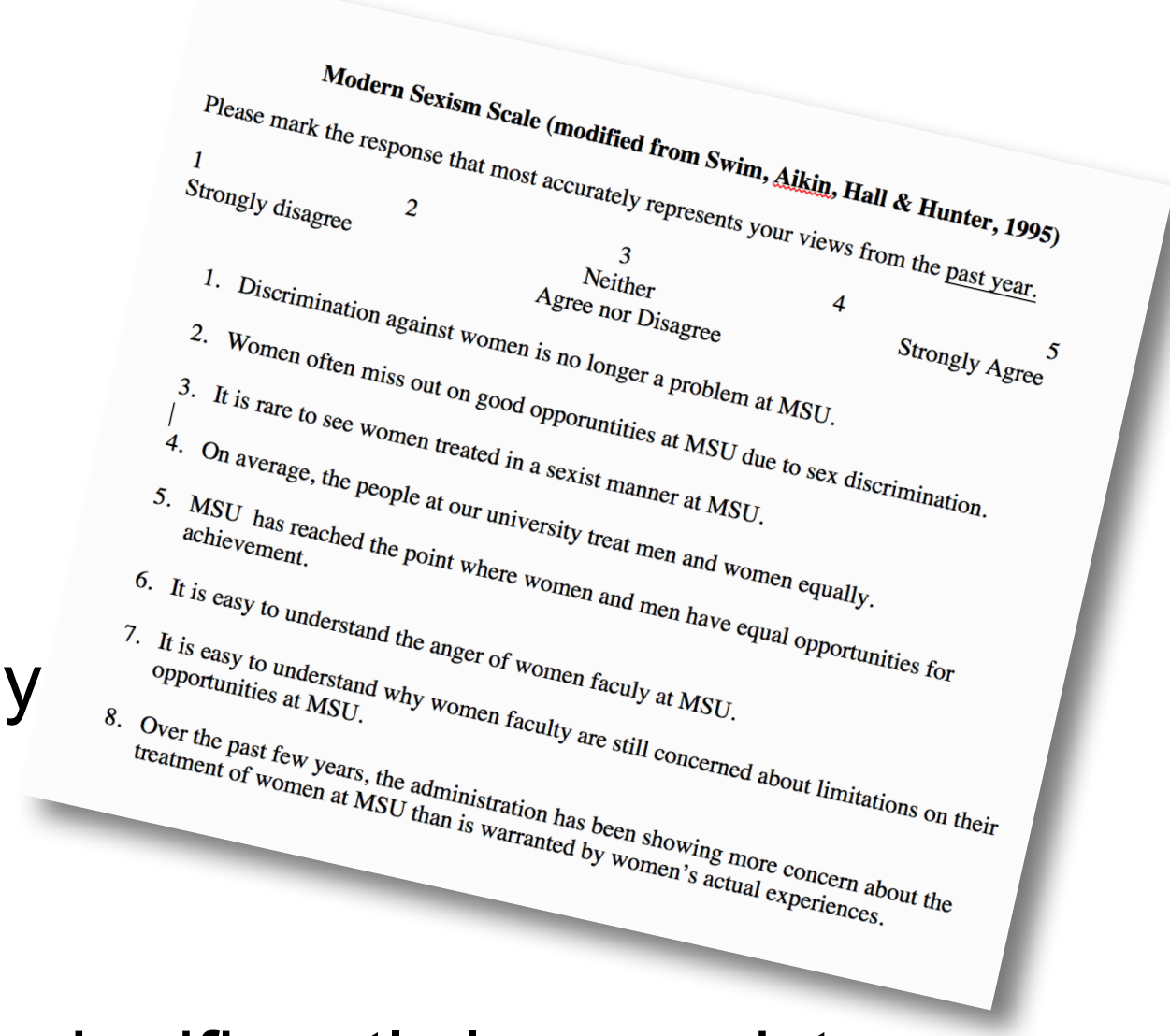
The Positive Impact of ADVANCE

Enhancing Cultural Attunement:

The Modern Sexism Scale measures covert or subtle forms of sexism (sexism that is either hidden and clandestine or unnoticed because it is built into cultural and societal norms (Becker & Swim, 2012)Swim & Cohen, 1997).

Feelings of Modern Sexism are declining at MSU! 2012 – 2015

- Sexism at MSU has significantly declined over the last 4 years ($F(3,421) = 289.125, p < .000$ Wilks Lamda = .33)
 - On average, women faculty are significantly less sexist at every time point compared to men
 - On average, faculty in non-STEM colleges are significantly less sexist at every time point compared to faculty in STEM colleges
 - The greater percentage of women in a department, the lower a person's level of modern sexism ($r = -.20, p < .01$)
 - The more sexism someone expresses in 2015, the more negative impact they see ADVANCE having on the culture of MSU ($r = -.44$), and the more negative impact they see of future ADVANCE efforts ($r = -.43, p < .000$)
- These two associations are especially strong for men



To Consider: How can we further help close the gap here?

Enhancing Research Capacity:

Grant Writing Boot Camp significantly increased the number of submissions, awards, and PI roles among women in STEM.

Methods: A paired sample t-test compared grant activity one year prior to boot to one year following boot camp for the 21 women in STEM/SBS who participated in one of the three boot camps that occurred during 2013-2014. Participants had been at MSU an average of 3.7 years before prior to boot camp.

Results show a significant:

Improvement in external submissions.

- Increase in the number of external grants submitted, from $M=1.4$ to $M=3.5$ submissions, $t(20)=-3.63, p < .01$.
- Increase in the number of proposals *led as PI* from $M=1.1$ to $M=3.1$, $t(20)=-4.98, p < .001$.
- Increase in the average dollar amount requested per proposal, from $M=\$510,040$ to $M=\$1,418,044$, $t(20)=-2.84, p < .01$.

Improvement in external funding awards.

- Increase in the number of external grants awarded, from $M=0.24$ to $M=.90$, $t(20)=-2.65, p < .05$.
- Increase in the amount of funding dollars awarded, from $M=\$11,428$ to $M=\$113,470$, $t(20)=-2.26, p < .05$.

At one year post-boot camp participants had an average of 1.8 external proposals pending (range = 0 to 6 still under review). Because these pending proposals were scored as a zero in the above award analysis, these results decidedly *underestimate* the positive impact of GWBC on the number of and amount of awards.

To Consider: Boot Camp works! It will be sustained in the Center for Faculty Excellence. What other institutional supports would help with grant success?

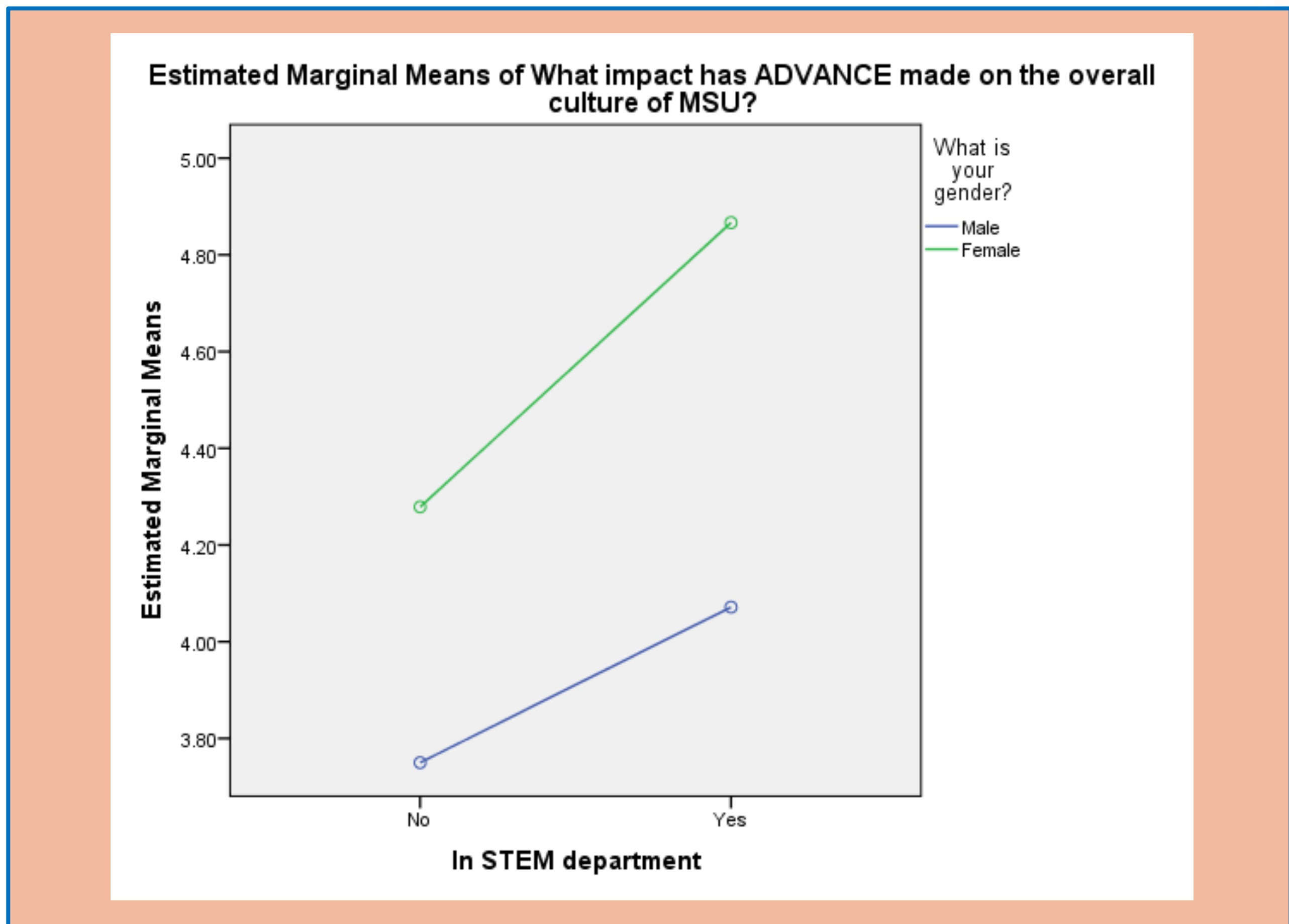
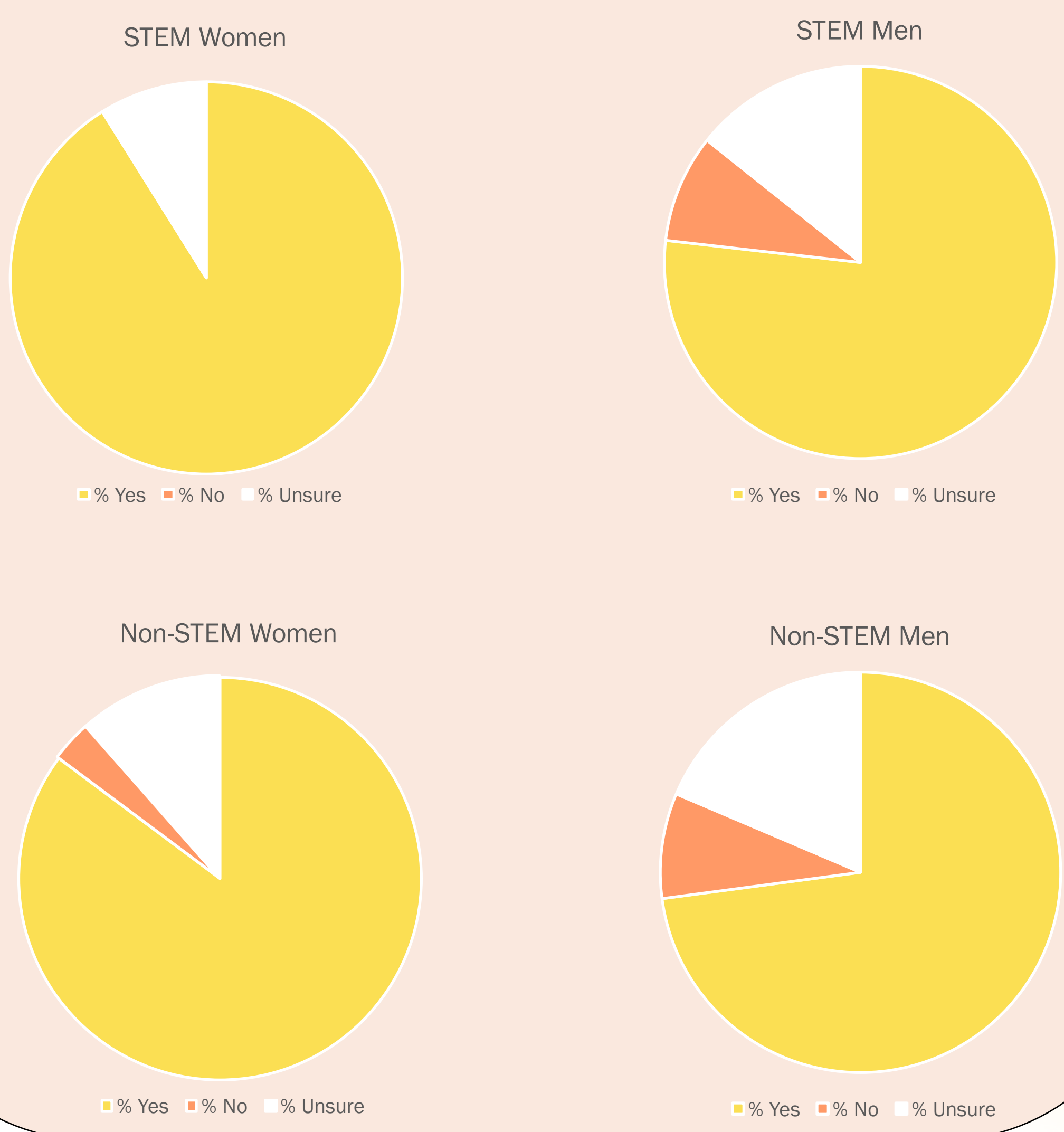
From the annual campus climate survey:
“What impact has ADVANCE made on the overall culture of MSU?”

www.montana.edu/nsfadvance

Going Forward: Support for Diversity and Inclusion Efforts

From the annual campus climate survey:

“During the life of ADVANCE, the grant has developed programs to focus on issues such as work-life integration and the importance of working in a climate of inclusion, equity and diversity at MSU. In thinking about these efforts after the grant comes to an end, **do you support sustaining a focus on diversity at MSU?**”



ADVANCE Project TRACS