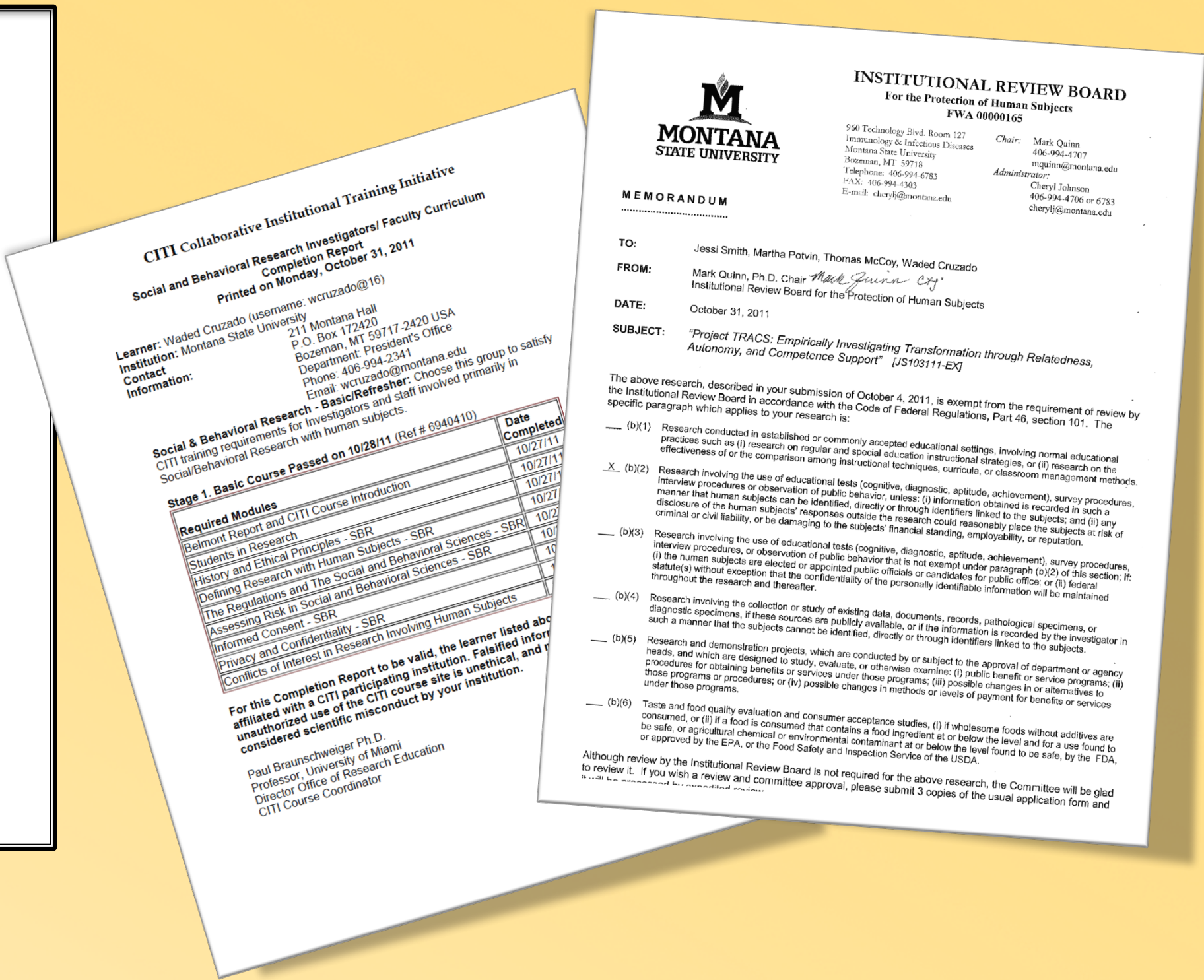




Methodological Information

- **Research Objective 1:** Test the extent to which institutional, departmental, and individual markers predict cultural transformation among MSU faculty and administrators.
- **Research Objective 2:** Test the dynamic and complex ways in which fostering competence, autonomy, and relatedness needs can bring about cultural transformation at MSU.
- All Social Science Team Members and Co-PIs underwent CITI Ethical Training and the project was IRB approved.



Interviews with P&T Candidates:

PARTICIPANTS: 13 TT faculty in STEM fields going through the P&T evaluation process in the same year (Year Intentionally Masked)

- Two matched groups (6 females and 7 males)
- Participants matched by discipline and type of review (retention, tenure, or promotion to full)
- In cases where there was no exact match, females were matched to two males; in one instance, a male was matched to two females

METHODOLOGY: Interview protocol was developed by the research team and administered by an external interviewer by telephone

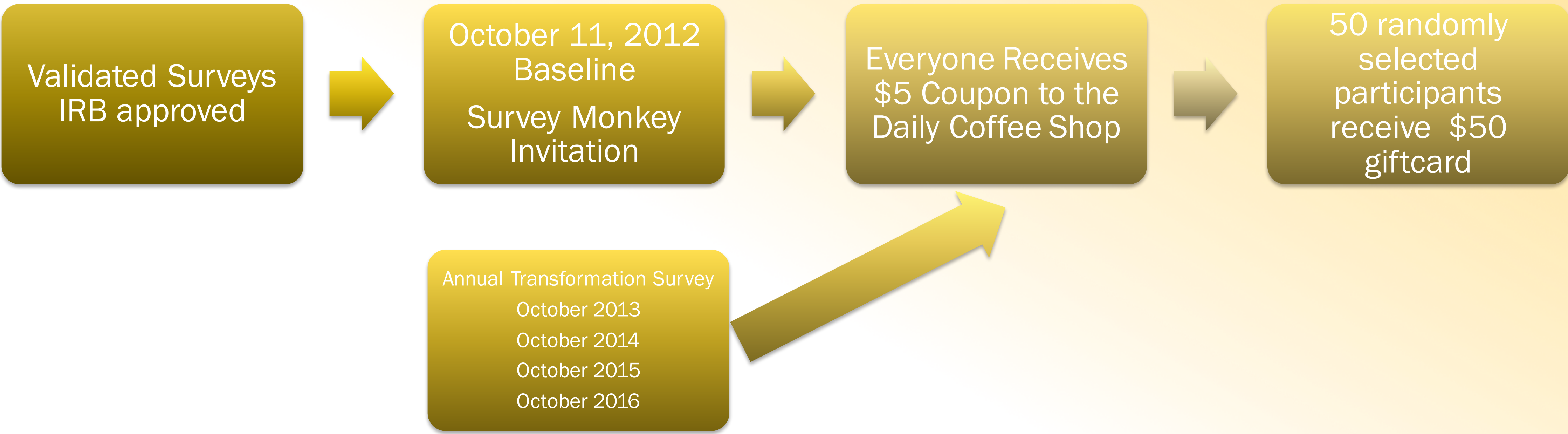
- Questions inquired about experiences with the P&T process, suggestions for improvement
- Interviews were recorded and transcribed verbatim with identifying information redacted
- Participants received \$25 for their time

ANALYSIS OVERVIEW: Data were open-coded by members of the research team, noting instances where experiences of autonomy, competence, and relatedness emerged

- During the first round of coding, the coders were blind to participant gender and rank
- A second round of coding examined themes in relation to gender and type of review
- Themes were identified by independent coders and discrepancies were reconciled by discussion to consensus. Data were organized using NVivo software.
- Comparisons between matched pairs were made with special attention to ways in which competence and relatedness manifest in the P&T process, a context in which autonomy is inherently limited

Climate Survey

- AIM: Annually assess men’s and women’s perceptions of job satisfaction, inclusion, and satisfaction of relatedness, autonomy, and competence needs to examine transformation over time as a function of Project TRACS initiatives
- N = 235; Repeat respondents from 2012 = 78



Tenurable and Tenure Track Faculty Response to the Fall 2015 ADVANCE Climate Survey								
College	N	# College	Response Rate	STEM Respondents	SBS Respondents	Non-STEM or SBS Respondents	% Females in College	% Female Respondents
Art & Architecture	22	52	42.3%			22	40.4%	31.8%
Agriculture	54	112	48.2%	37	14	3	30.4%	38.9%
Business	12	25	48.0%			12	52.0%	50.0%
EHHD	20	47	42.6%			20	70.2%	60.0%
Engineering	35	75	46.7%	35			22.7%	37.1%
Library	13	16	81.3%			13	62.5%	69.2%
L&S	77	167	46.1%	36	22	19	37.7%	53.2%
Nursing	2	6	33.3%			2	66.7%	100.0%
Total	235	500	47.0%	108	36	91		51.1%
			% of Respondents	46.0%	15.3%	38.7%		
			% at MSU	51.0%	10.8%	38.2%		

