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).

The Modern Sexism Scale

Feeling 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 Lambda = .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

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?”

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