



Methodological Information

Interviews with Job Candidates:

- AIM: Hear perceptions of the search process and determine emergent themes related factors important to decision to accept/decline offer at MSU
- N = 12 candidates (6 men and 6 women) in STEM/SBS have been interviewed to date (n = 7 who declined the offer; n = 5 who accepted the offer). Interviews scheduled with 6 additional candidates; 3 accepted, 3 declined (5 women and 1 man.)
- Final goal: N=18.

Interview Protocol for TT Faculty Job Candidates EXCERPT

Opening: Hello _____, This is Joy Horne. I emailed you recently about your willingness to discuss your experiences when interviewing for _____ position at MSU. I really appreciate your time; we are working on better understanding the reasons why potential faculty make the decisions they do regarding coming to MSU or not. Your input is keenly valuable to us in our continued efforts to improve our University.

Oral Consent: A Consent form was provided to you in the email invitation, but I do want to reiterate that you will remain completely anonymous in any written reports that come out of the study, and your responses will be treated in the strictest confidence. Your information will be identified by a code number only. Do you give consent to participate in this interview?

Great! I was hoping that I could also record this interview, so we can go back later and make sure we represent your answers correctly. The recording will be erased once our interview has been transcribed. As with all research, confidentiality could be breached if someone captures the voice recording of our conversation. I assure you that I will make every effort to insure that will not happen: the voice recording will be stored on a password-protected computer and will be erased as soon as it is transcribed. Your name will not appear anywhere on the transcription document.

Would recording this interview be alright with you?

Transition: Other than the fact that there was a position open in _____ department, was there anything in particular about MSU that prompted you to apply for the position? (may use probes here to describe factors identified)

Key: After your campus interview, you were offered the position, and you decided to _____ Can you describe the factors that led to your decision?

Key: MSU recently was awarded an NSF ADVANCE grant, intended to transform culture to foster success of women and minorities in STEM disciplines. While culture is hard to define, we know it when we experience it. What was your sense of MSU's culture? (probe about culture and women faculty if necessary)

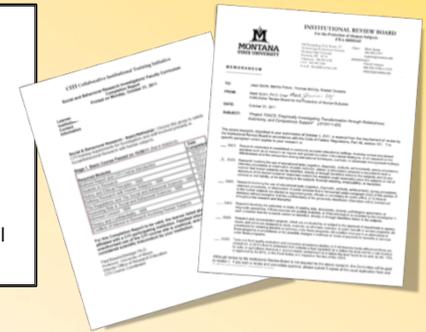
Department Diversity, Equity, and Inclusion Self-Study

- AIM: Engage departments in thinking about equity to identify best practices and offer resources/support to reach department-set goals
- N = 33

Department Annual Diversity, Equity, and Inclusion Self Study Worksheet Excerpt

- What is the department's mission regarding equity, diversity, and inclusiveness?
- What does the department see as the biggest challenge they face to promoting equity, diversity, and inclusiveness?
- What are the department's greatest strengths and successes in broadening the participation of women?

- **Research Objective 1:** Test the extent to which institutional, departmental, and individual markers predict gender 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 undergo CITI Ethical Training and Project is IRB approved



Baseline Climate Survey

- AIM: Assess men's and women's perceptions of job satisfaction, inclusion, relatedness, autonomy, and competence need-satisfaction at the onset of the project as a baseline to examine transformation over time as a function of Project TRACS initiatives
- N = 350



Fall 2012 Baseline Survey Response Rates

| College | Number of Respondents | | | | | | TOTAL | DH Response Rate | TTT Faculty Response Rate | % TTT Females in College | %TTT Female Response |
|---------------------------------------|-----------------------|----|----------------------------------|-----|-----------------|-------|-------|------------------|---------------------------|--------------------------|----------------------|
| | Admin | DH | Tenured and Tenure Track Faculty | | | | | | | | |
| | | | STEM | SBS | Non-STEM or SBS | Total | | | | | |
| Arts & Architecture | 0 | 1 | 0 | 0 | 26 | 26 | 27 | 25.0% | 47.3% | 33% | 52% |
| Agriculture | 5 | 6 | 31 | 8 | 7 | 46 | 57 | 100.0% | 49.5% | 26% | 38% |
| Business | 2 | NA | 0 | 0 | 15 | 15 | 17 | NA | 62.5% | 41% | 58% |
| Education, Health & Human Development | 0 | 1 | 0 | 0 | 23 | 23 | 24 | 50.0% | 54.8% | 74% | 79% |
| Engineering | 2 | 3 | 44 | 0 | 0 | 44 | 49 | 60.0% | 63.8% | 12% | 18% |
| Extension | 1 | 0 | 0 | 0 | 18 | 18 | 19 | 0.0% | 45.0% | 49% | 44% |
| Gallatin College | 2 | NA | 0 | 0 | 8 | 8 | 10 | NA | 88.9% | 43% | 63% |
| Library | 0 | NA | 0 | 0 | 8 | 8 | 8 | NA | 57.1% | 43% | 38% |
| Letters & Sciences | 2 | 12 | 40 | 22 | 14 | 76 | 90 | 80.0% | 46.6% | 28% | 39% |
| Nursing | 4 | NA | 0 | 0 | 12 | 12 | 16 | NA | 63.2% | 94% | 91% |
| Other | 15 | NA | 0 | 0 | 0 | 0 | 15 | | | | |

