

# ADVANCE Project TRACS



## Objectives and Initiatives

---

**Objective 1: Transform the culture of MSU by implementing sustainable strategies, programs, and policies that allow diverse faculty to flourish. Specifically, we will:**

- Enhance Research Capacity and Opportunity
  - Grant Facilitator Network
  - Grant Submission Coordinator
  - Diversification Mini-Grant Award Program
  - Interdisciplinary-Joint Appointments Toolkit
- Enhance Work-Life Integration
  - Sick Leave Donation Pool
  - Family Care Network
  - Dual Career Community Placement Liaison
  - Opt out of Stop-the-Clock Policy Change
  - Modified Duties for Family Caregiving Leave
  - Faculty Partner Placement Bridge Program
- Enhance Cultural Attunement
  - Diversity Depth Hires
  - Search Tool Kit
  - Institutional Education/Training
  - Equity Advocate
  - Equity Data Analyst
  - Department Annual Self Study and Support
  - Women in Science Distinguished Professorship

**Address:**

319 Leon Johnson  
P.O. Box 173095  
Bozeman, MT 59717-3095

**Website:**

[www.montana.edu/nsfadvance](http://www.montana.edu/nsfadvance)

**Telephone:**

(406) 994-4690

**E-mail:**

[ADVANCE@montana.edu](mailto:ADVANCE@montana.edu)

**Objective 2: Foster psychological need support for women STEM/SBS faculty – and thereby all faculty at Montana State University. Informed by SDT, these needs are:**

- Relatedness - the experience of having satisfying and supportive social relationships and connections.
- Autonomy - the experience of acting with a sense of choice and volition and fully embracing one's actions.
- Competence - the belief that one has the ability to influence and master important outcomes.

**Objective 3: Broaden the participation of women faculty in STEM/SBS by increasing women's:**

- Recruitment
- Retention
- Advancement

## Research Objectives

---

**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. Here we test the fit of an "Additive model" whereby initiatives will have an additive positive effect on the three needs for both faculty and administrators resulting in cultural transformation compared to a "Specialized model" whereby each initiative will have unique and independent positive effects on a particular need for particular people

**Research Objective 3:** Test the effectiveness of each of the "Enhancing Cultural Attunement" initiative component