



Methodological Information

Interviews with Job Candidates:

- AIM: Hear perceptions of the search process and determine emergent themes and related factors important to decision to accept/decline offer at MSU
- N = 14 candidates (6 men and 8 women) have been interviewed to date. 6 were candidates in STEM departments (2 men and 4 women), 6 were candidates in SBS departments (4 men and 2 women), and 2 were candidates in other departments (2 women).
- Hired Dr. Joy Honea from MSU-Billings to conduct interviews

Interviews with P&T Candidates:

- AIM: Hear perceptions of the P&T process and determine emergent themes and related factors important to MSU's P&T process and outcomes
- A matched sample of N = 13 candidates (7 men and 6 women) in STEM/SBS interviewed to date.
- Hired the Director of the Discovery Center and Ohio's Evaluation & Assessment Center to conduct interviews.

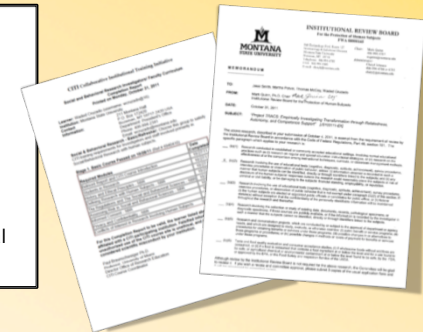
Exit Interviews:

- AIM: Hear perceptions of the faculty who have voluntarily left MSU and determine emergent themes and related factors important to decision to leave MSU
- N = 10 Individuals (6 men and 4 women) interviewed to date. 6 left from STEM/SBS departments at MSU
- Hired the CITI lab at MSU-Billings to conduct survey/interview

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

- **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 = 268; Repeat Respondents from 2012 = 167



Fall 2013 Baseline Survey Response Rates

Tenurable and Tenure Track Faculty Response to the 2013 ADVANCE Climate Survey

College	# Respondents	# College	Response Rate	STEM Respondents	SBS Respondents	Non-STEM or SBS Respondents	% Females in College	% Female Respondents
Arts/Architecture	20	54	37.0%			20	37.0%	40.0%
Agriculture	44	95	46.3%	32	10	2	24.2%	36.4%
Business	16	25	64.0%			16	48.0%	56.3%
EHHD	24	46	52.2%			24	67.4%	75.0%
Engineering	34	68	50.0%	34			13.2%	17.6%
Gallatin College	7	12	58.3%			7	58.3%	28.6%
Library	14	14	100.0%			14	50.0%	50.0%
Letters & Science	99	174	56.9%	54	17	28	34.5%	42.4%
Nursing	10	17	58.8%			10	94.1%	100.0%
Total	268	513	52.2%	120	27	121	36.1%	44.0%
			% of Respondents	44.8%	10.1%	45.1%		
			% at MSU	48.5%	10.1%	41.3%		

