Presentation to Faculty Senate:
Sustaining the Commitments, Achievements and Spirit of ADVANCE

I. Overview of the NSF – ADVANCE Program

a. ADVANCE is a 14 year-old program of the National Science Foundation, which focuses on broadening the participation of women faculty in STEM and Social and Behavioral Science so as to patch the “leaky pipeline” that is still a problem in many traditionally male-dominated disciplines.

b. Our grant, awarded in 2012, funds a five year, $3.5 million project grounded in social science research and developed specifically with Montana State’s unique history and context in mind.

c. Project TRACS – Transformation through Relatedness, Autonomy and Competency Support – has three initiatives, each of which includes numerous programs.

d. Institutional culture change happens by creating programs with an eye on the specific needs of women in STEM and SBS, but with the goal of supporting all faculty, across gender, rank and discipline, as well as students (for example by helping create a Student Family Advocate) and staff (for example with Care.com) wherever possible.

II. Achievements and sustainability of programs so far

a. ADVANCE Project TRACS was awarded the 2015 CUPA HR/Chronicle of Higher Education “Inclusion Cultivates Excellence” Award for diversity work in higher education.

b. We have worked with HR to create a Donated Sick Leave Pool, which is now sustained

c. The Equity Data Analyst (currently Becca Belou in OPA) is sustained

d. The Grant Submission Training Coordinator (Dr. Nika Stoop) is sustained through the Center for Faculty Excellence, with a physical home in OSP to facilitate collaboration with other pre-award people and mitigate program duplication

e. The diversification mini-grant program is sustained (by MOU through 2020)

III. For Faculty Senate to consider

a. How will we ensure sustainability of programs by 2017? How will we keep the spirit of ADVANCE going after 2017? Culture change takes time. This is just a start.

**BIG QUESTION: Who is accountable long term for diversity at MSU?**
Initiatives ~ *Update as of 9/29/15*

- **Enhance Research Capacity and Opportunity**
  - Grant Submission Training Coordinator → Sustained in CFE with support of Provost after grant; support of VPR now via space and 50% of salary
  - Grant Facilitator Network → Maintained by Grant Coordinator
  - Diversification Mini-Grant Award Program → MOU through 2020 sustaining via designation on Faculty Excellence Grants (FEG) call

- **Enhance Work-Life Integration**
  - Donated Sick Leave Pool → Sustained through policy and HR
  - Dual Career Community Placement Liaison → Status now that Tricia has left MSU? Support for program development?
  - Faculty Partner Accommodation Program → Provost’s “faculty hiring process” document in development. Notes importance of dual academic hiring. Who is responsible for overseeing the grunt work of dual tenure track negotiations long term?
  - Tenure clock extension “opt out” Policy Change
  - Modified Duties for Family Caregiving Leave → Both policies in the pipeline. Provost stipulated pool to fund FMD. How to ensure future policies are examined and modified as needed? Who is in charge of overseeing use of the policies and getting word out to faculty about them?
  - Elder/child/pet/house Care Network → Potential to sustain Care.com at MSU Bozeman? Should our rep. prepare a presentation for delivery to HR and VP of Finance? Should we present to Budget Council on this very popular/successful program? If Care.com will not be sustained, how should that be communicated to the staff and faculty?
### Enhance Cultural Attunement

- **Diversity Depth Hires**
  - Discussed in Provost's hiring doc.

- **Search Tool Kit**
  - 3rd Edition out. *ADVANCE* portion of search trainings to be mandatory part of the process (as per Provost's hiring document)? Who will pay for updating the toolkit? Who will update the toolkit with current research and oversee search committee trainings longterm?

- **Institutional Education/Training**
  - Plan for continuing? Who is responsible for institutional programming on diversity; implicit bias in recruitment/retention/P&T, particularly as targeted to faculty and campus leaders?

- **Equity Advocate Program**
  - Sustained in IOE. How to get long term budget and staff to carry out trainings and support for program maintenance and development?

- **Equity Data Analyst**
  - Sustained in OPA. Is this the person responsible for keeping tabs on the latest research, communicating with Deans and faculty leaders about the research, conducting the climate surveys and processing that data into meaningful information to be given back to the community in a public way (i.e. as we do now with the annual data charrette)? If not Becca, who?

- **Department Annual Self Study and Support**
  - Now in its 4th round. Run by the PCOSUW. Absent clearly articulated institutional goals for diversity, equity and inclusion, it is not clear how this annual exercise will create cultural change. Who is accountable for the broader diversity vision that units and departments are supporting through their innovations and activities? Who will do the intensive work of analyses and feedback grounded in data currently coordinated by ADVANCE and the PCOSUW? What gives these self-studies “teeth”?

- **Women in Science Distinguished Professorship**
  - Call for nominations out for the second Awardee. Long term funding for this award is a charge of the Deans and MSUAF. So far pool is not sufficient to endow the award past 2020.