**Project TRACS: Empirically Investigating Transformation through Relatedness, Autonomy, and Competence Support**

*Logic Model Rooted in Self-Determination Theory (Deci & Ryan, 2000)*

**Inputs**

- Project TRACS
  - PI/Director
  - Co-Director & Manager
- Project Leads & Team
- MSU President
- MSU Provost
- MSU Vice Presidents
- MSU Deans
- MSU Administrators and Leaders at the College and Department Level
- MSU Faculty
- MSU Alumni Foundation
- MSU Human Resources
- NSF Program Officers
- NSF Grant
- Internal and External Evaluators

**Activities Designed to Address Psychological Needs**

**Enhance Research Capacity & Opportunity:**
- Grant Coordinator (R, A, C)
- Grant facilitators network (R, C)
- Diversification mini-grants (R, A)
- Interdisciplinary & Joint appointments toolkit (R, A, C)

**Short Term Outputs & Outcomes**

STEM/SBS women faculty:
- Identify new funding sources, learn grant submission process
- Connected to grant mentors
- Broker new interdisciplinary connections

**Changes in Psychological Need Satisfaction**

Women faculty enhanced research capacity:
- Apply for more external funding
- Develop well-funded research enterprises

**Long Term Outcomes**

Women faculty enhanced work-life integration:
- Feel institutional belonging
- See institutional commitment to work-life integration
- Do not exit MSU because of work-life nonsupport
- Campus values work-life integration for all

**Sustained Transformation**

1. Transform the culture of MSU by implementing sustainable strategies, programs and policies that allow diverse faculty to flourish

2. Foster psychological need support (relatedness, autonomy, competence) for women STEM/SBS faculty—and thereby all faculty—at MSU

3. Broaden the participation of women faculty in STEM/SBS by increasing women’s recruitment, retention, and advancement

**Outputs & Outcomes**

**Enhance Work-Life Integration:**
- Family caregiving sick-leave donation pool (R, A)
- Modified duties Policy (R, A, C)
- Community dual career placement liaison (R, A)
- Partner Placement Program (R, A)
- Family Care Network (R, A, C)
- “Opt Out” stop clock (A)
- Work-Life Resources from peer Family Advocate (R, A, C)

**Autonomy (A)**

- Women feel effective and in control

**Relatedness (R)**

- Women feel connected to and cared for by others

**Competence (C)**

- Women feel confident and capable

**Enhanced Cultural Attunement:**
- Diversity Depth Program (R)
- Diversity Search Tool Kit (A, R, C)
- Institutional Education (R, A, C)
- Equity Advocates (A, R, C)
- Equity Data Analyst (C)
- Departmental Self-Studies (A, C)
- Women in Science Award (R, A, C)
- Policy Review Portal (A, C)

- Equity data collected
- Equity Advocates serve on search and review committees
- Search Tool Kit created
- Departments develop diversity components in Strategic Plans

Women faculty feel improved job satisfaction
- Women intend to stay at MSU

- Enhanced Cultural Attunement across campus:
  - Equity data and annual depart. self-studies used to inform and improve campus climate
  - Departments reduce implicit biases in P&T and hiring procedures
  - Modern sexism is reduced

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