## **Project TRACS: Empirically Investigating <u>T</u>ransformation through <u>Relatedness</u>, <u>A</u>utonomy, and <u>C</u>ompetence <u>S</u>upport Logic Model Rooted in Self-Determination Theory (Deci & Ryan, 2000)**

Inputs		Activities Designed to Address Psychological Needs		Short Term Outputs & Outcomes	Changes in Psychological Need Satisfaction		Long Term Outcomes		Sustained Transformation
Project TRACS PI/Director Co-Director & Manager Project Leads & Team MSU President		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)		STEM/SBS women faculty: -Identify new funding sources, learn grant submission process -Connected to grant mentors -Broker new interdisciplinary connections		enh •Aj fun • B par net	men faculty anced research capacity: oply for more external ding uild new research tnerships & professional works evelop well-funded earch enterprises	•	(1) Transform the culture of MSU by implementing sustainable strategies, programs and policies that allow diverse faculty to
MSU Provost MSU Vice Presidents MSU Deans MSU Administrators and Leaders at the College and Department Level MSU Faculty MSU Alumni		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)	*	-New work-life practices and policies enacted and valued -STEM/SBS faculty caregivers aware of & use work-life opportunities -Dual career partners accommodated -Family Advocate disseminates information	<section-header><section-header><text><text><text><text></text></text></text></text></section-header></section-header>		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	<b>→</b>	flourish (2) Foster psychological need support (relatedness, autonomy, competence) for women STEM/SBS faculty—and thereby all faculty—at MSU
Foundation MSU Human Resources NSF Program Officers NSF Grant Internal and External Evaluators	],	Enhance 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 -Faculty & administrators learn about implicit bias		acr -Eq self imp -De bias pro -M -W job	anced Cultural Attunement oss campus: uity data and annual depart Studies used to inform and prove campus climate partments reduce implicit ses in P&T and hiring cedures odern sexism is reduced omen faculty feel improved satisfaction omen intend to stay at MSU	->	(3) Broaden the participation of women faculty in STEM/SBS by increasing women's recruitment, retention, and advancement