



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

Project Vitae

The works listed here are supported by the National Science Foundation (NSF) under Grant No. 1208831. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.

Updated Dec-18

Peer Reviewed Publications

- 2018**
1. Bruun, M., Smith, J. L., & Willoughby (in press). Einstein and Darwin Holdovers? Identifying the Stereotypical Who, What, and Why of Physics and Biology. *Physical Review Physics Education Research*.
 2. Allen, J. M., Smith, J. L., & Ransdell, L. (in press). Missing or Seizing the Opportunity? The Effect of an Opportunity Hire on Job Offers to Science Faculty Candidates. *Equity, Diversity, and Inclusion: An International Journal*.
 3. Smith, J. L., Handley, I. M., Rushing, S. A., Belou, R., Shanahan, E.A., Skewes, M. C., Kambich, L., Honea, J., & Intemann, K. (in press). Added Benefits: How Supporting Women Faculty in STEM Improves Everyone's Job Satisfaction. *Journal of Diversity in Higher Education*. <http://dx.doi.org/10.1037/dhe0000066>
 4. Skewes, M. C., Shanahan, E. A., Smith, J. L., Honea, J., Belou, R., Rushing, S., Intemann, K., & Handley, I. M. (in press). Absent Autonomy: Relational Competence and Gendered Paths to Faculty Self-Determination in the Promotion and Tenure Process. *Journal of Diversity in Higher Education*, 11(3), 366-383. doi: <http://dx.doi.org/10.1037/dhe0000064>
- 2017**
5. Smith, J.L., Stoop, C. D., Young, M., Belou, R., & Held, S. (2017). Grant writing bootcamp: An intervention to enhance the research capacity of academic women in STEM. *BioScience*, 67 (7), 638-645. doi: <https://doi.org/10.1093/biosci/bix050>
 - Featured in: [MSU News](#) [Nature Jobs](#)
- 2016**
6. Mitchneck, B., Smith, J. L. & Latimer, M. (2016). A Recipe for Change: Creating a More Inclusive Academy. *Science*, 352(6282), 148-149 (6282), 148-149. doi: 10.1126/science.aad8493
- 2015**
7. Smith, J. L., Handley, I. M., Zale, A. V., Rushing, S. A., & Potvin, M. (2015). Now Hiring! Empirically Testing a 3-Step Intervention to Increase Faculty Gender Diversity in STEM. *BioScience*, 65(11), 1084-1087. doi:10.1093/biosci/biv138.
 - <http://bioscience.oxfordjournals.org/content/early/2015/10/09/biosci.biv138.full>

Featured in:

- [Amy Poehler's Smart Girl](#)
- [Insider Higher Education](#)
- [Science Daily](#)
- [Pacific Standard](#)
- [Fast Company](#)
- [Science News](#)

- [Chronicle of Higher Education](#)

8. Handley, I. M., Brown, E. R., Moss-Racusin, C. A., Smith, J. L. (2015). Quality of Evidence Revealing Subtle Gender Biases in Science is in the Eye of the Beholder. *Proceedings of the National Academy of Sciences*, 112(43), 13201–13206. doi:10.1073/pnas.1510649112
www.pnas.org/cgi/doi/10.1073/pnas.1510649112

Featured in:

- [Inside Higher Education](#)
- [The Conversation](#)
- [ThinkProgress.org](#)
- [The Australian](#)
- [Feminist Philosophers](#)
- [Science News](#)
- [Wired](#)
- [ABC/Fox Montana](#)
- [NYMAG.com](#)
- [Deseret News Utah](#)
- [Australasian Science](#)
- [US News](#)
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Manuscripts Under Review

1. Bruun, M., Willoughby, S. & Smith, J. L. (revise and resubmit). Einstein and Darwin Holdovers? Identifying the Stereotypical Who, What, and Why of Physics and Biology.
2. Hughes, B. E., Smith, J. L., Bruun, M., Shanahan, E. A., Belou, R., Intemann, K., Rushing, S., Stoop, C., Serman, L., & Handley, I. M. (submitted). Making Sense of Gender Equity: The Role of STEM Department Heads in Facilitating Institutional Transformation. *Review of Higher Education*.

Invited Popular Press Contributions

1. Brookshire, B. (2017, Feb 3). Analysis finds gender bias in peer-reviewer picks. *Science News*. Retrieved from <https://www.sciencenews.org/blog/sciurios/analysis-finds-gender-bias-peer-reviewer-picks>
2. Williams, J. & Smith, J. L. (2015, July 8). “The myth that academic science isn’t biased against women.” *The Chronicle of Higher Education*. Retrieved from <http://chronicle.com/article/The-Myth-That-Academic-Science/231413/>
3. Smith, J. (2014, August 11). A Multi-Million Dollar Opportunity: How Social Psychology Can ADVANCE the Participation of Women Faculty in STEM. Invited blog post for *Society for Personality and Social Psychology*. Retrieved from <http://www.spspblog.org/a-multi-million-dollar-opportunity-how-social-psychology-can-advance-the-participation-of-women-faculty-in-stem/>

2018

Peer Reviewed Conference Presentations and Symposia

1. Handley, I. M., Reiter, L. A., Kerkaert, A., Whillock, S. R., & Smith, J. L. (2018, October). *Explaining Gender-Biased Reactions to Findings of Gender Bias in STEM*. Paper to be presented at the 2018 meeting of the Society for Experimental Social Psychology, Seattle, WA.



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2. Handley, I. M., & Smith, J. L. (2018, June). *Broadening the Participation of Women in STEM Faculty Searches*. Paper to be presented at the 2018 conference of the Society for The Psychological Study of Social Issues, Pittsburg, PA.
3. Bruun, M., Hughes, B. & Smith, J. L. (2018, April). *Psychological forms of resistance to gender equity efforts in STEM among academic leaders*. Paper to be presented at the annual meeting of the Rocky Mountain Psychological Association, Denver, CO.
 - Regional Research Award Winner.
4. Handley, I. M., Kerkaert, A., Reiter, L. A., Whillock, S. R., Sanders, C. & Smith, J. L. (2018, March). *Why Gender Biased Reactions to Findings of Gender Bias?* Poster presented at the annual meeting for the Society of Personality and Social Psychology, Atlanta GA.
5. Bruun, M. & Smith, J. L. (2018, March). *Einstein and Darwin Holdovers: Identifying the Stereotypical Who, What, and Why of Physics and Biology*. Poster presented at the annual meeting for the Society of Personality and Social Psychology, Atlanta GA.
6. DeBruycker, J., Smith, J. L., Sheppard, J. & Thoman, D. B. (2018, March). *New Analyses for an Old Problem: Modeling effects of an implicit bias intervention in faculty searches using Continuous Time Bayesian Networks*. Paper presented at the annual meeting for the Society of Personality and Social Psychology, Atlanta GA.
- 2017** 7. Smith, J. L. (2017, April). *Stop, Start, Keep: Engaging Science Faculty in the Diversity and Inclusion Process*. Invited panelist at the Pacific Sociological Association's 88th Annual Meeting, Portland OR.
8. Handley, I. M., Smith, J. L., Rushing, S. Shanahan, E. A., Belou, R. Skewes, M. Honea, J. & Klebe, K. (2017, January). *Positive impacts for promoting women in STEM*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- 2016** 9. Smith, J. L., Allen, J., Ransdell, L., & Rae, N. (2016, May). *Missing or Seizing the Opportunity? The Effect of an Opportunity Hire on Job Offers to Science Faculty Candidates*. Paper presented at the 28th annual meeting of the Association for Psychological Science, Chicago, IL.
10. Smith, J. L. (2016, May). *Using psychological theory to inform practice: Broadening participation and enhancing the climate of STEM*. Presentation at the Annual Association for Women in Science ADVANCE/GSE PI meeting. Baltimore, MD.
11. Smith, J. L., Rushing, S. A., Stoop, C. & Thoman, D. B. (2016, February). *Social psychological innovations to broadening participation within the academy one faculty microclimate at a time*. Paper presented at the Annual meeting of the Understanding Interventions that Broaden Participation in Science Careers. Philadelphia, PA.
12. Handley, I. M., Smith, J. L., Rushing, S. A., Shanahan, E. A., Burroughs, E., Belou, R., Skewes, M. C., Honea, J., Brown, E. R., & Klebe, K. J. (2016, January). *A Self-Determination-Theory Intervention that Supports Women in STEM Improves Everyone's Job Satisfaction*. Poster presented at the 17th annual meeting of the Society for Personality and Social Psychology, San Diego, CA.

13. Ransdell, L. B., Allen, J., Smith, J. L. (2016, January). *The impact of unconscious gender bias in kinesiology faculty search processes*. Paper presented at the annual meeting of the National Association for Kinesiology in Higher Education, San Diego, CA.
- 2015** 14. Potvin, M., Handley, I. M., Rushing, S. A., Smith, J. L. (2015, November). *Empirically Testing a 3-Step Intervention to Increase Gender Diversity in STEM faculty*. Poster presented at Crossing Boundaries: Transforming STEM Education Conference of the Association of American Colleges and Universities, Seattle WA.
15. Handley, I. M., Brown, E. R., Moss-Racusin, C. A., Smith, J. L. (2015, September). *The Quality of Evidence Revealing Subtle Gender Biases in Science is in the Eye of the Beholder*. Paper presented at the 2015 meeting of the Society for Experimental Social Psychology, Denver, CO.
16. Smith, J. L. (2015, February). *Innovations in Broadening Participation and Diversifying the Science Workforce*. Presented as the Symposium Chair at the annual meeting of the American Association for the Advancement of Science, San Jose, CA.
17. Smith, J. L., Rushing, S., Potvin, M. (2015, February). *A Self-Determination Theory Approach to Recruit and Retain Women Faculty in STEM*. Paper presented at the annual meeting of the American Association for the Advancement of Science, San Jose, CA.
18. Honea, J., Burroughs, E., Skewes, M. C., Smith, J. L., Rushing, S., Belou, R., Shanahan, E.A., Handley, I. M. (2015, February). *Promoting diversity in STEM: An analysis of men's and women's experiences in the university promotion and tenure process*. Paper presented at the 15th International Conference on Knowledge, Culture, and Change in Organizations in Berkley, CA.
19. Handley, I. M. & Smith, J. L. (2015, February). *Broadening the inclusion of women as candidates in STEM faculty searches: A self-determination intervention*. Poster presented at the 16th annual meeting for the Society for Personality and Social Psychology, Long Beach, CA.
- 2014** 20. Rushing, S., Smith, J. L., Honea, J., Shanahan, E., & Letiecq, B (2014, June). *Relational Autonomy: Enhancing gender diversity by facilitating women's autonomy through institutionally supported work-life integration*. Paper presented at the Diversity in Organizations, Communities, and Nations conference, Vienna, Austria.
21. Smith, J. L., Rushing, S., Handley, I., Belou, R., Burroughs, E., Shanahan, E.A., & Young, L. M. (2014, June). *Academic Freedom: The importance of autonomy support in improving the experience of American women in academia*. Paper presented at the Diversity in Organizations, Communities, and Nations conference, Vienna, Austria.
22. Smith, J. L., Rushing, S., Zale, A., Handley, I. M., Honea, J., Shanahan, E.A., & Potvin, M. (2014, May). *Infusing Psychological Need Support into Faculty Search Processes: Intervening to Broaden the Participation of Women Faculty*. Paper presented at the Annual meeting of the Association of Psychological Science, San Francisco, CA.
23. Smith, J. L. (2014, May). *Using Social Psychological Science to ADVANCE the Participation of Women STEM Faculty*. Presented as the Symposium Chair at the 26th annual meeting of the Association for Psychological Science, San Francisco, CA.
24. Burroughs, E., Smith, J.L. & Rushing, S. (2014, January). *Grant-writing resources: Supporting women faculty in STEM through mentoring*. Presented at the Joint Mathematics Meeting, Baltimore, Maryland.

Invited Presentations

- 2018** 1. Smith, J. L. (2018, March). *The Pink Elephant in the Ivory Tower: Identifying and Overcoming Gender Bias in Science Faculty Searches*. Invited speaker: Gender Pre-conference at the annual meeting for the Society of Personality and Social Psychology, Atlanta GA.
- 2017** 2. Handley, I. M. & Smith, J. L. (2017, May). *Creating an Inclusive and Equitable Promotion, Retention, and Tenure Review Process*. Invited speaker: Oklahoma State University. Stillwater, OK.
3. Handley, I. M. & Smith, J. L. (2017, May). *Broadening the Faculty Search Process*. Invited speaker: Oklahoma State University. Stillwater, OK.
4. Smith, J. L. (2017, May). *Understanding and promoting equity and inclusion in the workforce*. Invited speaker: Department of Military Affairs. Helena, MT.
5. Smith, J. L. (2017, May). *Understanding and promoting equity and inclusion in the workforce*. Invited speaker: Montana Department of Environmental Quality. Helena, MT.
6. Smith, J. L. (2017, March). *Understanding and promoting women's equity and inclusion in the workforce*. Invited speaker: Interagency Committee for Change by Women Lunch and Learn Series for State Employees. Helena, MT.
7. Potvin, M. A. (2017, March). *Reducing the gender gap in STEM faculty hiring as a prelude to supporting the needs of a diverse faculty: the need for a full court press*. Invited speaker: University of Connecticut, Mansfield, CT.
8. Smith, J. L. (2017, March). *Challenges and Opportunities for Recruiting a More Diverse Faculty*. Invited Speaker to the Rochester University Motivation and Diversity Seminar. Rochester NY.
9. Smith, J. L. (2017, March). *New Brilliant Norms: Transforming the Learning Context to Enhance Diversity, Inclusion, and Excellence*. Invited Speaker to the Rochester University Early Career Faculty Seminar. Rochester NY.
10. Smith, J. L. (2017, March). *Forget the Pipeline: Social Psychological processes that inform strategies for broadening the participation of Women, Latinos/as, and Native Americans in STEM*. Invited Speaker to the Rochester University Motivation and Diversity Seminar. Rochester NY.
11. Smith, J. L. (2017, February). *Challenges and Opportunities for Recruiting a more Diverse STEM Faculty*. Invited Speaker to the ASU School of Mathematical and Statistical Science Seminar. Phoenix, AZ.
12. Smith, J. L. (2017, February). *Recruit, Retain, Repeat: A Recipe for Broadening Faculty Participation in Academia*. Invited Speaker to the ASU College of Liberal Arts and Sciences. Phoenix, AZ.
13. Smith, J. L. (2017, February). *Transforming the Search Process to Enhance Excellence and Diversity*. Invited speaker to the Society for Human Resource Management – Big Sky Chapter. Missoula, MT.

14. Smith, J. L. (2017, February). *Evidence-Based Practices to Recruit, Retain, and Advance Diverse People in the Workplace*. Invited speaker: Professional Development Luncheon - Job Services Employment Council, Missoula MT.
- 2016** 15. Smith, J. L. (2016, December). *Gender Equity Challenges and Opportunities in Engineering*. Invited speaker: Bozeman High School Engineering Club, Bozeman, MT.
16. Smith, J. L. & Zale, A. (2016, October). *Strategies for Creating a More Diverse and Inclusive FS Workplace*. Invited speaker: United States Forest Service Southern Research Station Leadership Conference. Oxford, MS.
17. Smith, J. L. (2016, October). *Putting your best foot forward: Surviving, Thriving, and Driving changes for a gender inclusive workplace*. Invited presentation and discussion leader to the Southern Research Station Women Scientists. Oxford, MS.
18. Smith, J. L. (2016, October). *Women in the Academy: A Lunch Dialogue*. Invited presentation and discussion leader to the University of Mississippi Women Faculty in STEM, Oxford, MS.
19. Smith, J. L. & Zale, A. (2016, October) *A Recipe for Change: Creating a More Diverse and Inclusive Faculty Community*. Presentation for Department Chairs, Deans (or representatives), and Faculty of the University of Mississippi, Oxford, MS.
20. Smith, J. L. (2016, June). *Context Matters: Disruptive Innovations for Broadening Participation in BioScience*. Invited presentation to the UC San Diego Division of Biological Sciences Seminar Program: The Science of Teaching: Evidence-Based Approaches in Biology Education. San Diego, CA.
21. Smith, J. L. (2016, May). *Beyond the "I" in Science: Strategies for broadening the participation of women, Latinos/as, and Native Americans in STEM*. Invited speaker to the West Virginia University STEM Education Center. Morgantown, WV.
22. Smith, J. L. (2016, April). *A New Norm: Using Social Science to Create Disruptive Innovations for Broadening Participation in Physics*. Invited Speaker for the American Physical Society Meeting, Salt Lake City, UT.
- 2015** 23. Handley, I. M. & Smith, J. L. (2015, October). *Supporting Women in STEM Improves Everyone's Job Satisfaction: A Self-Determination-Theory Intervention*. Invited presentation at the 2015 STEM-FIT Workshop, Evanston, IL.
24. Smith, J. L. (2015, October). *Unleashing the Transformational Power of Social Psychology: Understanding and Changing the Hegemonic Culture of Science*. Invited Speaker for the Social Psychology Colloquium, UCLA, Los Angeles CA.
25. Rushing, S. (2015, June). *Successful interventions with demonstrated impact*. Invited panelist for the Annual Association for Women in Science ADVANCE/GSE PI meeting. Baltimore, MD.
26. Smith, J. L. (2015, June). *Intersectionality: Opening plenary panel presentation*. Invited moderator for the Annual Association for Women in Science ADVANCE/GSE PI meeting, Baltimore, MD.
27. Smith, J. L. (2015, May). *Enhancing research capacity and opportunity by creating a more gender inclusive STEM community*. Presented to all 17 staff members of the Office of Sponsored Programs at Montana State University, Bozeman, MT.

28. Smith, J. L. & Zale, A. (2015, May). *Broadening the Faculty Search Process Webinar*. Presented to all 24 members of the Internal Implementation Advisory Team at Montana State University, Bozeman, MT.
29. Smith, J. L. (2015, April). *Changing the Face of Science: Creating a More Diverse and Inclusive STEM Community*. Invited lecturer for Scholars' Convocation Series, Grinnell College, Iowa.
30. Smith, J. L. (2015, March). *Women in STEM: Insights from Social Psychology Conference*, Invited facilitator and participant: Barnard College, New York City, NY.
31. Smith, J.L. (2015, March). *Professional Culture, Bias, and Inequity in STEM*. Invited panelist at the College of Engineering Colloquium at Montana State University, Bozeman, MT.
32. Smith, J. L. (2014, November). *Advancing women in the STEM workplace: Understanding and Conquering Subtle Bias*. Invited speaker to the Montana Girls STEM Fall Collaboration Conference, Helena, MT.
 - Featured on Montana Public Radio listen at: <http://mtpr.org/post/women-science-images-matter>
33. Smith, J.L. (2014, October). *Putting Her Best Foot Forward: The Social Psychology of Women's Self Promotion*. Presented at the Women's Center Sack Lunch Seminar at Montana State University, Bozeman, MT.
34. Smith, J. L. (2014, September). *Understanding and Conquering Subtle Bias in the Workplace: ADVANCING Women at MSU*. Presented to University of Montana, Missoula MT.
35. Smith, J. L. (2014, September). *Understanding and Conquering Subtle Bias in the Workplace*. Presented to the Montana Fish Wildlife & Parks, Helena, MT.
36. Smith, J. L. (2014, May). *The Social Psychology of Women's Self-Promotion*. Invited speaker: Bozeman chapter: Business and Professional Women Meeting, Bozeman MT.
37. Smith, J. L. (2014, May). *Putting your best faculty foot forward*. Invited speaker: Business Women's Circle of Excellence Annual Conference, Bozeman MT.
38. Smith, J. L. (2014, May). *Reaching the Summit is Hard without Shoes: Understanding and Conquering Subtle Bias in the Workplace*. Keynote address to the Montana Society for Human Resource Management State Conference, Bozeman, MT.
39. Smith, J. L. (2014, April). *It Doesn't Make Cents: The Social Psychology of Women's Pay Inequity*. Invited speaker and breakout session leader: Governor's Equal Pay Summit, Bozeman, MT.
40. Potvin, M.A., (March, 2014) ADVANCE from the Provost's Perspective. *NSF ADVANCE Annual Workshop: Driving Institutional Change through Research and Innovation*, Alexandria, VA.
41. Smith, J. L. (2014, March). *Cultural Attunement Initiative Lightening Talk*. Invited presentation to the annual ADVANCE Program Association for Women in Science ADVANCE Conference, Washington DC.

- 2013 42. Smith, J. L. (2014, March) *Program Directors - Good Team Management and Reporting*. Invited panelist at the annual ADVANCE Program Association for Women in Science Conference, Washington DC.
43. Smith, J. L. & Rushing, S. (2013, March) *How We Can All Contribute to Institutional Transformation*. Presented to MSU Developing Excellence in Academic Leadership Alumni, Bozeman, MT.
44. Rushing, S. & Smith, J.L. (2014, February). *The Family Advocate as a tool for recruitment and retention of women in STEM*. Presented at the Dual Career Symposium at the University of Texas, Pan American, Edinburg, Texas.
45. Smith, J. L. (2013, September) *Shifting Standards and Subtle Bias' in Hiring and Employment*. Presentation to the 30 member Gallatin Valley Human Resources Association: Comfort Inn, Bozeman, MT.

ADVANCE Project TRACS Products

- 2018 1. Smith, J.L., Handley, I.M., Belou, R. & Stoop, C. (2018) [Promotion, Retention, and Tenure Bias-Literacy Training Guide](#). Montana State University.
- 2017 2. Smith, J.L., Stoop, C., Nolan, J, & Latimer, M. (2017) [ADVANCing Social Science Think Tank: Theories and Measures for Understanding the Process of Broadening Faculty Participation in STEM Fields](#). Laguna Beach, CA.
3. Smith, J. L. & Stoop, C. (2017): [ADVANCE Project TRACS: Impact Highlights Report](#). Montana State University.
4. Smith, J. L., Zale, A., Handley, I. M., Ellis, C, (2017). [A Guide for Broadening Faculty Searches at Montana State University: Transforming the Search Process to Enhance Excellence and Diversity \(Fifth Edition\)](#). Montana State University.
- 2016 5. Young, M. & Cuthill, M. (2016). *Student Family Support*. Brochure describing the support available to students produced in collaboration with the MSU Student Success organization. Montana State University.
6. Rushing, S., Smith, J. L., & Stoop, C. (2016). [The Family Advocate Facilitator Guide \(Third Edition\)](#). Guide to the Family Advocate program. Montana State University.
7. Smith, J. L., Zale, A., Handley, I. M., Ellis, C, Murdock, L., & Kambich, L. (2016). *A Guide for Broadening Faculty Searches at Montana State University: Transforming the Search Process to Enhance Excellence and Diversity (Fourth Edition)*. Montana State University.
- 2015 8. Young, M., Stoop, C., Freeburg, J., Christopher, S. & Smith, J. L. (2015). [The Grant Writing Boot Camp for University Faculty: A Facilitator's Guide](#). Montana State University.

9. *Belou, R. Handley, I. M., Honea, J., Intemann, K. Rushing, S., Shanahan, E.A., Skewes, M & Smith, J. L. (2015). *Recommendations for Improving the MSU Promotion, Retention and Tenure Process: Qualitative Results*. Montana State University.
- Authorship order determined alphabetically
10. Smith, J. L., Zale, A., Handley, I. M., Ellis, C, Murdock, L., & Kambich, L. (2015, August). *A Guide for Broadening Faculty Searches at Montana State University: Transforming the Search Process to Enhance Excellence and Diversity (Third Edition)*. Montana State University.
- 2014**
11. Rushing, S., Smith, J. L., & Murdock, L. (2014). *The Family Advocate Facilitator Guide*. Montana State University.
12. Young, M. & Smith, J.L. (2014). *Enhancing research capacity: An ethnographic study of psychological need fulfillment among women faculty in STEM at Montana State University*. Montana State University.
13. Murdock, L., Smith, J. L., Plumb, C., & Handley, I. M. (2014). [*Equity Advocate Facilitator Guide: Creating and Maintaining a Sustainable Program*](#). Montana State University.
14. Smith, J. L., Handley, I. M., Plumb, C., Zale, A., Stoneberger, S., LaMeres, B., & Smith, N. (2014). *A Guide for Transforming the Culture of Montana State University by Enhancing its Diversity (Second edition)*. Montana State University.
- 2013**
15. Zale, A., Smith, J. L., Handley, I. M., LeTendre, D., & Mathers, K. (2013). *A Guide for Transforming the Culture of Montana State University by Enhancing its Diversity (First Edition)*. Montana State University.
16. Smith, J. L. & Belou, R. (2013). [*ADVANCE Project TRACS Annual Departmental Diversity, Equity, and Inclusiveness Self-Study Supportive Feedback*](#). Montana State University.

Digital Products

1. Stoop, C. & Smith, J. L., (2018). *ADVANCE Project TRACS archival website*. <http://www.montana.edu/nsfadvance/>. Montana State University.
2. Johnson, T., Jepson, K., & Smith, J.L. (2016) [*MSU ADVANCE Project TRACS Documentary*](#) (190+ views, Total: 500+ views). Updated from <https://youtu.be/TanpVbPMhEg> (356 views). Montana State University.
3. Smith, J. L. & Zale, A. (2015). [*Broadening the Faculty Search Process Webinar*](#). Montana State University.
4. Zale, A (2015). *A successful Intervention Boosts the Gender Diversity of STEM Faculty Podcast*.
 - a. [*Bioscience Talks*](#).