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)

**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)

**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)

**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**

- 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

**Long Term Outcomes**

- Women faculty enhanced research capacity:
  - Apply for more external funding
  - Build new research partnerships & professional networks
  - Develop well-funded research enterprises

**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**

**Autonomy (A)**
- Feel effective and in control

**Relatedness (R)**
- Feel connected to and cared for by others

**Competence (C)**
- Feel confident and capable

**Enhanced Cultural Attunement across campus:**
- Equity data and annual depart. self-studies used to inform and improve campus climate
- Departments develop diversity components in Strategic Plans
- Faculty & administrators learn about implicit bias

**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