Interviews with Job Candidates:

- **AIM:** Hear perceptions of the search process and determine emergent themes and related factors important to decision to accept/decline offer at MSU.
- **N:** 14 candidates (6 men and 8 women) have been interviewed to date. 6 were candidates in STEM departments (2 men and 4 women), 6 were candidates in SBS departments (4 men and 2 women), and 2 were candidates in other departments (2 women).
- Hired Dr. Joy Honea from MSU-Billings to conduct interviews.

Interviews with P&T Candidates:

- **AIM:** Hear perceptions of the P&T process and determine emergent themes and related factors important to MSU’s P&T process and outcomes.
- A matched sample of N = 13 candidates (7 men and 6 women) in STEM/SBS interviewed to date.
- Hired the Director of the Discovery Center and Ohio’s Evaluation & Assessment Center to conduct interviews.

Exit Interviews:

- **AIM:** Hear perceptions of the faculty who have voluntarily left MSU and determine emergent themes and related factors important to decision to leave MSU.
- **N:** 10 Individuals (6 men and 4 women) interviewed to date. 6 left from STEM/SBS departments at MSU.
- Hired the CITI lab at MSU-Billings to conduct survey/interview.

Department Diversity, Equity, and Inclusion Self-Study

- **AIM:** Engage departments in thinking about equity to identify best practices and offer resources/support to reach department-set goals.
- **N:** 33

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**Methodological Information**

**Interviews with Job Candidates:**

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**Exit Interviews:**

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- Hired the CITI lab at MSU-Billings to conduct survey/interview.

**Department Diversity, Equity, and Inclusion Self-Study**

- **AIM:** Engage departments in thinking about equity to identify best practices and offer resources/support to reach department-set goals.
- **N:** 33

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**Baseline Climate Survey**

- **AIM:** Assess men’s and women’s perceptions of job satisfaction, inclusion, relatedness, autonomy, and competence need-satisfaction at the onset of the project as a baseline to examine transformation over time as a function of Project TRACS initiatives.
- **N:** 268; Repeat Respondents from 2012 = 167

**Fall 2013 Baseline Survey Response Rates**

<table>
<thead>
<tr>
<th>College</th>
<th># Respondents</th>
<th># College</th>
<th>Response Rate</th>
<th>STEM Respondents</th>
<th>SBS Respondents</th>
<th>Non-STEM or SBS Respondents</th>
<th>% Females in College</th>
<th>% Female Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arts/Architecture</td>
<td>20</td>
<td>54</td>
<td>37.0%</td>
<td>20</td>
<td>10</td>
<td>20</td>
<td>37.0%</td>
<td>40.0%</td>
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<tr>
<td>Agriculture</td>
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<td>95</td>
<td>46.3%</td>
<td>32</td>
<td>10</td>
<td>2</td>
<td>24.2%</td>
<td>36.4%</td>
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<tr>
<td>Business</td>
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<td>25</td>
<td>64.0%</td>
<td>16</td>
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<td>24</td>
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<td>75.0%</td>
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<tr>
<td>EHHD</td>
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<td>46</td>
<td>52.2%</td>
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<td>24</td>
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<td>75.0%</td>
</tr>
<tr>
<td>Engineering</td>
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<td>24</td>
<td>24</td>
<td>67.4%</td>
<td>75.0%</td>
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<tr>
<td>Gallatin College</td>
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<td>12</td>
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<td>Library</td>
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<td>Letters &amp;Science</td>
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<td>56.9%</td>
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<td>Nursing</td>
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<td>17</td>
<td>58.8%</td>
<td>10</td>
<td>14</td>
<td>28</td>
<td>50.0%</td>
<td>50.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>268</strong></td>
<td><strong>513</strong></td>
<td><strong>52.2%</strong></td>
<td><strong>120</strong></td>
<td><strong>27</strong></td>
<td><strong>121</strong></td>
<td><strong>36.1%</strong></td>
<td><strong>44.0%</strong></td>
</tr>
<tr>
<td>% of Respondents</td>
<td>44.8%</td>
<td>10.1%</td>
<td>45.1%</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>% at MSU</td>
<td>48.5%</td>
<td>10.1%</td>
<td>41.3%</td>
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