## Project TRACS: Empirically Investigating <u>Transformation through Relatedness</u>, <u>Autonomy</u>, and <u>Competence Support</u> Logic Model Rooted in Self-Determination Theory (Deci & Ryan, 2000)

Logic Model Rooted in Self-Determination Theory (Deci & Ryan, 2000) **Activities Short Term Long Term** Sustained **Inputs** Changes in **Psychological Designed to Address Outputs & Outcomes Transformation Need Satisfaction Psychological Needs** Outcomes STEM/SBS women **Enhance Research Capacity &** Women faculty (1) Transform Project TRACS **Opportunity:** faculty: enhanced research capacity: the culture of PI/Director •Apply for more external • Grant Coordinator (R, A, C) -Identify new funding MSU by Co-Director & • Grant facilitators network (R, C) sources, learn grant funding implementing Manager • Diversification mini-grants (R, A) • Build new research submission process sustainable Interdisciplinary & Joint -Connected to grant partnerships & professional strategies, appointments toolkit (R, A, C) Project Leads & mentors networks programs and Team -Broker new • Develop well-funded policies that interdisciplinary research enterprises allow diverse MSU President connections faculty to MSU Provost flourish Autonomy (A) -New work-life **Enhance Work-Life** Women faculty MSU Vice (2) Foster **Integration:** practices and policies enhanced work-life feel effective and in Presidents •Family caregiving sick-leave enacted and valued psychological integration: control donation pool (R, A) -STEM/SBS faculty need support -Feel institutional Relatedness (R) MSU Deans • Modified duties Policy (R, A, C) caregivers aware of & (relatedness, belonging •Community dual career placement use work-life feel connected to and -See institutional autonomy, MSU liaison (R, A) cared for by others opportunities commitment to workcompetence) for •Partner Placement Program (R,A) Administrators and -Dual career partners Competence (C) life integration women Leaders at the •Family Care Network (R, A, C) accommodated -Do not exit MSU STEM/SBS •"Opt Out" stop clock (A) College and feel confident and capable -Family Advocate because of work-life •Work-Life Resources from peer Department Level faculty-and disseminates nonsupport Family Advocate (R, A, C) thereby all information -Campus values work-MSU Faculty faculty-at life integration for all **MSU** MSU Alumni Foundation Enhanced Cultural Attunement **Enhance Cultural Attunement:** -Equity data collected (3) Broaden the across campus: •Diversity Depth Program (R) -Equity Advocates participation of MSU Human -Equity data and annual depart. •Diversity Search Tool Kit (A. R. C) serve on search and women faculty Resources self-studies used to inform and •Institutional Education (R, A, C) review committees in STEM/SBS •Equity Advocates (A, R, C) improve campus climate -Search Tool Kit **NSF Program** by increasing •Equity Data Analyst (C) -Departments reduce implicit created Officers women's •Departmental Self-Studies (A, C) biases in P&T and hiring -Departments develop •Women in Science Award (R, A, C) recruitment, procedures diversity components **NSF** Grant •Policy Review Portal (A, C) retention, and -Modern sexism is reduced in Strategic Plans

-Faculty &

administrators learn

about implicit bias

Internal and

External

**Evaluators** 

-Women faculty feel improved

-Women intend to stay at MSU

iob satisfaction

advancement