### GOALS

#### Goal 1: Department Diversity. To strengthen departmental efforts to create a positive environment for women faculty

1. Advocates & Allies (AAP/DDI)
2. P&T audit & training
3. Training Chairs & Deans

#### Goal 2: Recruitment & Hiring. To increase gender diversity of STEM departments

1. Faculty Search
   - Seminars
   - Grants
   - Portal
   - Advisors
   - Candidate Guide
   - Dept. demographic sheets
   - Tournament

#### Goal 3: Voices & Visibility. To increase the sense of belonging of STEM women faculty among their schools & departments

1. Enhancement Grants
   - Oral Histories
   - Photo Project
   - Safer Grounds (Social Science Research)

### PROJECTS

#### GOALS

#### PROJECTS

- 1. Advocates & Allies (AAP/DDI)
- 2. P&T audit & training
- 3. Training Chairs & Deans

#### OUTPUTS

- 1. AAP/DDI action plan and infrastructure
- 2. P&T Recommendations submitted; training completed
- 3. Yearly training for chairs and deans

### SHORT-TERM OUTCOMES

#### GOALS

#### PROJECTS

- 1. Advocates & Allies (AAP/DDI)
- 2. P&T audit & training
- 3. Training Chairs & Deans

- 1. AAP/DDI apply training. AAP/DDIs are sought by & work with search committees. AAP/DDI structure integrates with existing systems, reports, data collection
- 2. P&T recommendations to Dean are accepted. Reduction of appeals (due to bias) to P&T process by female faculty
- 3. Chairs & Deans incorporate training skills into management & policy

### MID-TERM OUTCOMES

#### GOALS

#### PROJECTS

- 1. Advocates & Allies (AAP/DDI)
- 2. P&T audit & training
- 3. Training Chairs & Deans

- 1. AAP/DDIs sought for other reasons (P&T, retention, dept. climate, and curriculum). Faculty own AAP/DDI process.
- 2. Faculty report P&T process as transparent and equitable. Clear tenure clock stop and dependent care leave rules
- 3. Faculty are aware of focus on diversity

### LONG-TERM OUTCOMES

#### GOALS

#### PROJECTS

- 1. Advocates & Allies (AAP/DDI)
- 2. P&T audit & training
- 3. Training Chairs & Deans

- 1. AAP/DDIs institutionalized by 2017. Change in faculty behaviors. Diversity part of 10-yr external review.
- 1, 2, 3 Greater retention of women faculty
- 1, 3 Change in faculty/dept. perceptions

### THEORY OF CHANGE & CAMPUS CLIMATE MODEL

**Theory of Change:** Change happens at 5 levels. Male participation as change agents. Adaptive Self-Discovery Process

**Campus Climate Model:** 1) Historical Legacy of Inclusion/Exclusion, 2) Compositional Diversity, 3) Organizational/Structural Dimension, 4) Psychological Dimension, 5) Behavioral Dimension

(Hurtado, Milem, Clayton-Pedersen & Allen, 1998 and 1999; Milem, Chang & Antonio, 2005)