Joining Forcing ADVANCE Project Logic Model 10-15-19 VERSION

**INPUTS**
- Successful models of programs to advance gender equity:
  - MTU’s Early Career Management program
  - NDSU’s Advocates & Allies program
  - ISU’s department chair professional development program
  - WMU’s Arts & Sciences Women’s Caucus
- NSF ADVANCE Partnership funding
- Organizational change theory
- Prior NSF ADVANCE lessons learned and institutional policies

**ACRONYMS:**
- STEM = Science, Technology, Engineering, and Mathematics
- URWM = Underrepresented Women Minorities
- WFC = Women Faculty Caregivers

**ACTIVITIES**
- Implement Cross-Institutional Mentoring Committees
- Implement Cross-Institutional Advocates and Allies program
- Implement Cross-Institutional Department Chair Professional Development
- Establish Cross-Institutional Equity Support Caucus
- Adapt programs for inclusion in exportable model of Integrated Equity Support (IES), then (1) pilot IES at WMU and (2) implement IES at partner institution
- Invite other midwestern research institutions and STEM associations to engage in all or part of IES activities

**SHORT-TERM OUTCOMES**
- Women STEM faculty mentees are better able to navigate career challenges
- Male faculty advocate for practices and policies to promote gender equity
- STEM department chairs better understand the barriers to career advancement that URWM faculty and WFC in STEM face and take actions within their departments to address them
- Advocacy for systemic change to advance gender equity increases at partner institutions (Goal 4)

**MID-TERM OUTCOMES**
- Increased satisfaction of all women STEM faculty, including URWM and WFC (Goal 3)
- Increased retention of URWM faculty (Goal 1) and WFC in STEM departments (Goal 2)
- Increased rates of promotion and tenure among URWM and WFC in STEM departments
- Reduction of time-in-rank differences between men and women STEM faculty
- Institutional policies and practices at university and unit levels at partner and affiliated institutions are revised to support URWM faculty and WFC in STEM

**LONG-TERM OUTCOMES**
- Increased number of women receiving awards from professional associations
- Increased number of tenured women in STEM departments at midwestern universities
- Institutionization of policies and practices that advance gender equity in STEM at midwestern research
- Increased representation of women of various racial and ethnic backgrounds and family situations in leadership positions at universities and professional organizations
- Increased number of positive role models of women faculty positively influences climate and encourages the next generation of women into STEM academic careers

Project outcomes are sustained and amplified over time, contributing to regional transformation in the status of women in STEM