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

## LONG-TERM SHORT-TERM **MID-TERM INPUTS ACTIVITIES OUTCOMES OUTCOMES OUTCOMES** Increased number of · Successful models of Implement Cross-Women STEM faculty Increased satisfaction of programs to advance Institutional Mentoring mentees are better able all women STEM faculty. women receiving awards including URWM and from professional Committees • gender equity: to navigate career WFC (Goal 3) challenges associations MTU's Early Career Implement Cross-Management program Increased number of Institutional Advocates Male faculty advocate for Increased retention of practices and policies to tenured women in STEM and Allies program NDSU's Advocates & URWM faculty (Goal 1) promote gender equity departments at Allies program and WFC in STEM midwestern universities Implement Crossdepartments (Goal 2) STEM department chairs Institutional Department ISU's department chair better understand the Institutionalization of Chair Professional professional development barriers to career Development Increased rates of policies and practices program advancement that that advance gender promotion and tenure Establish Cross-URWM faculty and WFC equity in STEM at among URWM and WFC WMU's Arts & Sciences Institutional Equity in STEM face and take midwestern research in STEM departments Women's Caucus **Support Caucus** actions within their departments to address Increased representation Reduction of time-in-rank them of women of various NSF ADVANCE differences between men racial and ethnic Partnership funding Adapt programs for Advocacy for systemic and women STEM faculty backgrounds and family inclusion in exportable change to advance situations in leadership Organizational change model of Integrated gender equity increases positions at universities theory Equity Support (IES), at partner institutions Institutional policies and and professional then (1) pilot IES at WMU (Goal 4) practices at university organizations and (2) implement IES at and unit levels at partner Prior NSF ADVANCE partner institution Other midwestern and affiliated institutions lessons learned and Increased number of research institutions are revised to support institutional policies positive role models of **URWM faculty and WFC** participate in IES Invite other midwestern women faculty positively in STEM research institutions and influences climate and encourages the next STEM associations to engage in all or part of generation of women into Increased advocacy for STEM academic careers **IES** activities gender equity in STEM across midwestern research institutions and associations **ACRONYMS:** STEM = Science, Technology, Engineering, and Mathematics Project outcomes are sustained and amplified over time, contributing to regional transformation in the status of URWM = Underrepresented Women Minorities WFC = Women Faculty Caregivers women in STEM