

## September 2013 Events

**September 16 - October 18th - Grant Writing Bootcamp - Fridays from 10 - 12 (unless otherwise indicated)**



Introduction: This six-week training will facilitate the production of a solid, review-ready grant proposal that submitters can then give to a review panel simulation in order to receive constructive review from grant successful facilitators.

Session Format: In each weekly two-hour session, attendees can expect to interact with grant successful faculty to learn the skills and insights required to develop interesting and competitive grant proposals. Groups will be divided by funding agency and a facilitator will preside over each group for participatory, interactive learning.

Expected Outcomes: At the end of the session, grant submitters will have gained knowledge of developing narratives and budgets, funding agency and university requirements, and the process of the grant review panel for their respective funding agency. The most significant product of these sessions will be a review-ready grant proposal.

Topics Include: Group introductions and finding funding (Monday, September 16th from 12 - 1pm); Reviewing Request for Applications or Request for Proposals and preparedness (Friday, September 20th); Letters of Intent, preparedness for process, and mentors (Friday, September 27th); Assembling your proposal team, campus resources (Friday, October 4th); The process/mechanics of proposals (Friday, October 11th); NIH Grant Panel Review (Thursday, October 17th); Responding to review critique and conclusion to bootcamp (Friday, October 18th); Bootcamp wrap-up dinner, networking (Wednesday, October 23rd at 6:30 p.m.).

**Application Process:** Registration Closed - The bootcamp is full. Thank you for your interest. Please contact Micaela Young (michaelayoung@montana.edu or 994-5338) for other research capacity opportunities.

Email a one-page project summary detailing the research you intend to have funded, and indicate which funding agency you are interested in approaching. If you know the solicitation number, please mention it in the summary. Include a statement of your research objectives, methods, and any collaborators or partnerships you have identified. In a few lines, address what you hope to gain from the bootcamp, and ensure to list your current contact info. Please also attach your most current Curriculum Vitae and email these documents to michaelayoung@montana.edu by September 6, 2013. Applicants will receive notification of acceptance with further instructions and course materials by September 10, 2013. Questions may be directed michaelayoung@montana.edu.

**September 17 & 18:**

**Hastening Diversity at MSU: A Workshop with Dr. JoAnn Moody**



# Hastening Diversity at MSU:

A Workshop with Dr. JoAnn Moody

Photo by Kelly Gorham

**Save the Date!**

**Dr. JoAnn Moody from [diversityoncampus.com](http://diversityoncampus.com) will provide a workshop exclusively for members of the *ADVANCE Project TRACS Team* on “Hastening Diversity at Montana State University.”**

**Drawing on her extensive consultant practice as well as research and scholarship from several fields, Dr. Moody provides practical ways to improve faculty and staff recruitment, retention, and mentorship, especially of under-represented women in science-related fields and underrepresented minorities in all fields.**

September 18, 2013 10:00 – 12:00

Animal Bioscience Building Room 138

Brought to you by ADVANCE Project TRACS;  
the Provost's Office; Office of Institutional  
Equity; and the Administration and Finance  
Office

Questions? Contact  
[ADVANCE@montana.edu](mailto:ADVANCE@montana.edu)

Dr. JoAnn Moody from diversityoncampus.com will provide workshops on "Hastening Diversity at Montana State University." Drawing on her extensive consultant practice as well as research and scholarship from several fields, Dr. Moody provides practical ways to improve faculty and staff recruitment, retention, and mentorship, especially of under-represented women in science-related fields and underrepresented minorities in all fields.

<b>September 17, 2013</b>	
8:30 – 11:30	Equity Advocate Training
1:00 – 3:00	Dean’s Council, Department Heads and Search Chairs
3:30 – 5:30	DEAL & Emerging Leaders
<b>September 18, 2013</b>	
8:00 – 10:00	President’s Commission on the Status of University Women
10:00 – Noon	Problem Based Conversations– ADVANCE Team
1:00 – 4:00	Equity Advocate Training

### **September 24 – What Works for Women at Work – An AWIS Webinar**

The Association for Women in Science will be presenting a webinar titled "What Works for Women at Work" from 10 - 11am on September 24th. Please contact Sara Rushing if you are interested in attending this webinar or would like additional information.

## **October 2013 Events**

**October 17 - NIH Grant Panel Review - Chaired by Dr. Allen Harmsen of Immunology and Infectious Diseases**

**“NIH peer review is, really, active scientists reviewing active scientists. At the end of the day, it is their advice that we value the most.” John Bowers, NIH Integrated Review Chief**



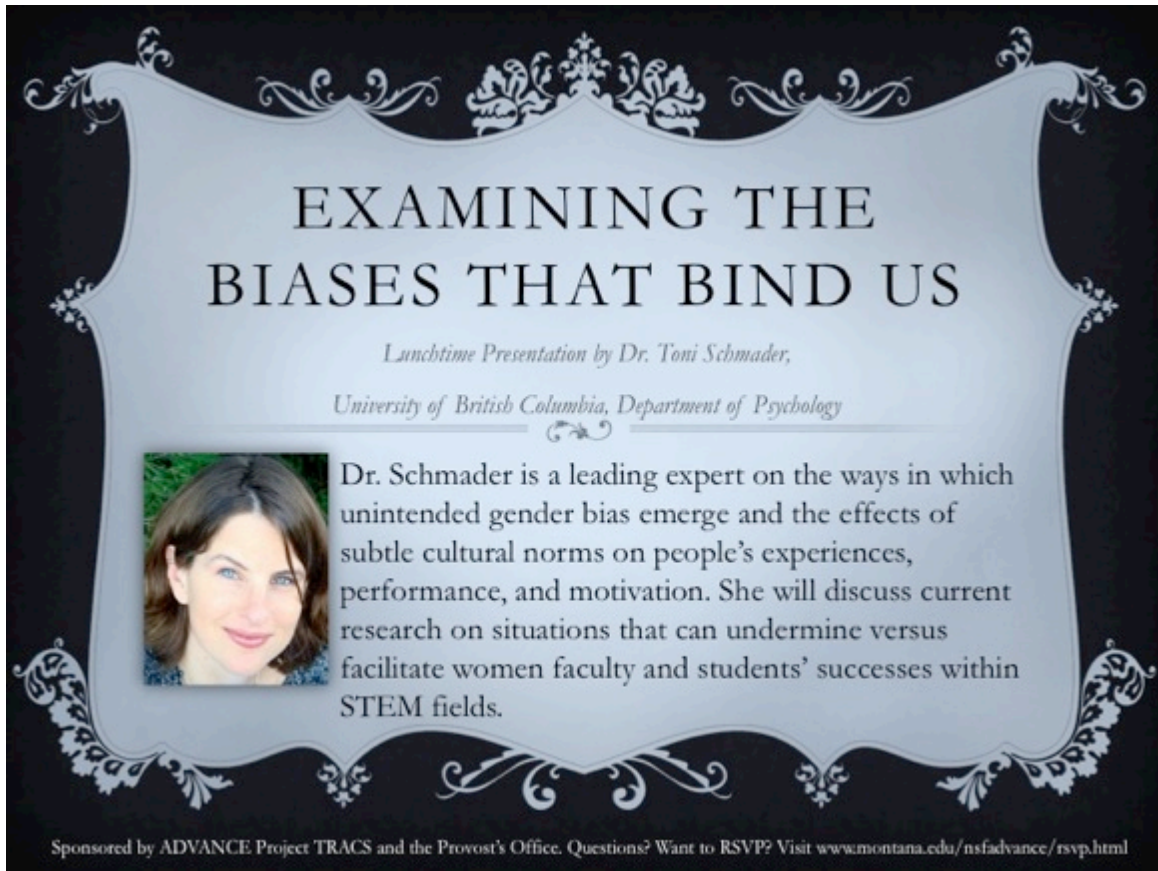
*ADVANCE Project TRACS  
invites you to attend the NIH Grant Panel  
Review on October 17, 2013*

Dr. Allen Harmsen, Professor of Immunology and Infectious Diseases has served as a chartered member of the NIH-AOIC study section since 2008 and has participated in over 50 NIH grant review processes. As the PI of many successful NIH-funded research projects, Dr. Harmsen offers special expertise to those seeking insights on competitive NIH grant applications. A board of reviewers comprised of NIH grant successful faculty will contribute to the grant panel review process.

**Application Process:**

Email a one-page letter of intent with a brief project summary of the research you intend to have funded through NIH. Include a statement of objectives, methods, and the relevance to public health. In a few lines, address what you hope to gain from the panel review, and ensure to list your current contact info. Email LOI's to [micaelayoung@montana.edu](mailto:micaelayoung@montana.edu) by September 30, 2013. Questions may be directed to [micaelayoung@montana.edu](mailto:micaelayoung@montana.edu).


## **October 25 - Examining the Biases that Bind Us with Dr. Toni Schmader**



The poster is a light blue shield-shaped graphic with ornate white scrollwork borders. At the top, the title "EXAMINING THE BIASES THAT BIND US" is written in a large, black, serif font. Below the title, in a smaller, italicized serif font, is "Lunchtime Presentation by Dr. Toni Schmader," followed by "University of British Columbia, Department of Psychology". On the left side of the shield is a small, square portrait of Dr. Toni Schmader, a woman with dark hair and a slight smile. To the right of the portrait, a paragraph of text describes her expertise. At the bottom of the shield, in a small, plain font, is the sponsorship information: "Sponsored by ADVANCE Project TRACS and the Provost's Office. Questions? Want to RSVP? Visit [www.montana.edu/nsfadvance/rsvp.html](http://www.montana.edu/nsfadvance/rsvp.html)".

**EXAMINING THE BIASES THAT BIND US**

*Lunchtime Presentation by Dr. Toni Schmader,  
University of British Columbia, Department of Psychology*

 Dr. Schmader is a leading expert on the ways in which unintended gender bias emerge and the effects of subtle cultural norms on people's experiences, performance, and motivation. She will discuss current research on situations that can undermine versus facilitate women faculty and students' successes within STEM fields.

Sponsored by ADVANCE Project TRACS and the Provost's Office. Questions? Want to RSVP? Visit [www.montana.edu/nsfadvance/rsvp.html](http://www.montana.edu/nsfadvance/rsvp.html)

Dr. Toni Schmader will present "Examining the Biases that Bind Us" from 12 - 1 in room 134 of the Animal Bioscience Building.

Dr. Schmader is a leading expert on the ways in which unintended gender bias emerge and the effects of subtle cultural norms on people's experiences, performance, and motivation. She will discuss current research on situations that can undermine versus facilitate women faculty and students' successes within STEM fields.

## **October 29 - Do Babies Matter? - An AWIS Webinar**

The Association for Women in Science will be presenting a webinar titled "Do Babies Matter?" from 10 - 11am on October 29th. Please contact Sara Rushing if you are interested in attending this webinar or would like additional information.

## **October 31 - Women in Science Distinguished Professorship - Nomination Deadline**

We are pleased to call for nominations for this Women in Science Distinguished Professorship. This award honors outstanding faculty women in the sciences who have excelled in their research accomplishments, teaching and mentorship, and contributions to the state of Montana and/or Montana State University. Nominations will be made by departments without the participation of the nominees and, to the extent possible, without their knowledge. [Click here for additional information and nomination instructions.](#)

## November 2013 Events

### **November 26 - Best Practices for Family Friendly Policies - An AWIS Webinar**

The Association for Women in Science will be presenting a webinar titled "Best Practices for Family Friendly Policies" from 10 - 11am on November 26th. Please contact Sara Rushing if you are interested in attending this webinar or would like additional information.

## December 2013 Events

### **December 4th - 12th - Study Space Provided to Women and Gender Studies Students**

ADVANCE Project TRACS has reserved the ADVANCE conference room for extra study space during the last week of classes and exam week for Women and Gender Studies students. The room is located in Leon Johnson 319.

The room will be open for WGS students during the following hours:

Wednesday, December 4 from 12 - 4 pm

Thursday, December 5 from 12 - 4 pm

Friday, December 6 from 9 - 1pm

Monday, December 9 from 12-4 pm

Tuesday, December 10 from 9-3 pm

Wednesday, December 11 from 9-4 pm

Thursday, December 12 from 9-4 pm

### **December 5 - ADVANCE End of the Semester Open Meeting**

Please join the ADVANCE Project TRACS team for the end of the semester Open Implementation Team Meeting from **10:30 - noon** in the **Byker Auditorium**. This meeting is open to the campus community and provides an opportunity to learn what has

been accomplished over the last semester, review upcoming goals, and reflect on people's experience with ADVANCE so far.

### **December 11 – A Two Body Opportunity**

ADVANCE Project TRACS hosted a lunch meeting to facilitate a conversation across departments, with faculty and administration, who have had experiences with partner accommodation. There were 20 attendees from Departments across MSU.

## **January 2013 Events**

### **January 7, 2014 – Spring 2014 Convocation**

The first Women in Science Distinguished Professor, Joan Broderick, was recognized at the Spring Convocation for her award in addition to her commitment and dedication to MSU.

### **January 15 - 16th, 2014 - NSF STEM Education Interactive Web-Based Workshops for the New Improving Undergraduate Education STEM Education (IUSE)**

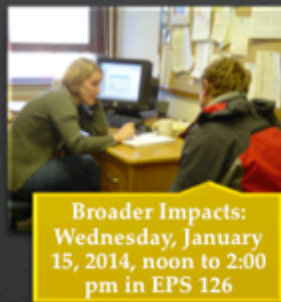


# ADVANCE Project TRACS and Center for Faculty Excellence invite you to attend the following National Science Foundation (NSF) web-based interactive workshops introducing NSF's new Improving Undergraduate STEM Education (IUSE) program.

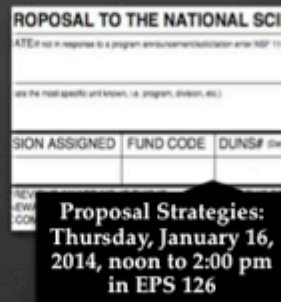
The National Science Foundation designed these **three** interactive web-based workshops to give you a competitive edge in writing proposals for educational research and development projects for this new NSF program. Anyone with a STEM component in their proposal will benefit from these workshops. Attend one, two, or all three! An MSU facilitator will host each session and lead discussions between MSU and other institutions. Registration is required for this brown bag session. Drinks and light refreshments will be served.



For more information email Micaela Young, Grant Submission Training Coordinator at [micaelayoung@montana.edu](mailto:micaelayoung@montana.edu) or call 994-5338. To register for the workshops, please visit the following link: <https://www.surveymonkey.com/s/6NGNSHB>. Instructions will be provided to you and you will receive handouts upon arrival at the workshop.



**Broader Impacts:**  
Wednesday, January 15, 2014, noon to 2:00 pm in EPS 126



**Proposal Strategies:**  
Thursday, January 16, 2014, noon to 2:00 pm in EPS 126



**Goals, Objectives, and Evaluation Questions:**  
Friday, January 17, 2014, noon to 2:00 pm in EPS 127

## Dates/Times:

- Broader Impacts: Wednesday, January 15, 2014, noon to 2 pm
- Proposal Strategies: Thursday, January 16, 2014, noon to 2 pm
- Goals, Objectives, and Evaluation Questions: Friday, January 17, 2014, noon to 2 pm

## Location: EPS 126

**Description:** The National Science Foundation designed these three interactive web-based workshops to give you a competitive edge in writing proposals for educational research and development projects for this new NSF program. Anyone with a STEM component in their proposal will benefit from these workshops. Attend one, two, or all three! An MSU facilitator will host each session and lead discussions between MSU and other institutions. Registration is required for this brown bag session. Drinks and light refreshments will be served. Marilyn Lockhart of CFE, Dave Mogk of Earth Sciences and Micaela Young of ADVANCE will facilitate the event.

**Registration Process:** For more information, email Micaela Young, Grant Submission Training Coordinator at [micaelayoung@montana.edu](mailto:micaelayoung@montana.edu) or call 994-5338. To register for the workshops, please visit the following link: <https://www.surveymonkey.com/s/6NGNSHB>. REGISTRATION IS NOW CLOSED.

## **February 2014 Events**

### **February 6th - Finding Funding: Databases, Strategies, and Techniques - Noon to 1 pm**

**Location:** Student Union Building, Room 235

Montana State University subscribes to an extensive database of funding opportunities, properly named “SPIN.” Students and faculty may use this database free of charge both onsite at MSU and offsite by registering in the system. This workshop focuses on conducting efficient and productive funding searches for research funds, professional development funds, and academic support. Topics include how to register for these and other databases and search engines, and how to conduct successful searches by using the built-in features of the SPIN system.

**Registration Process:** For more information, email Micaela Young, Grant Submission Training Coordinator at [micaelayoung@montana.edu](mailto:micaelayoung@montana.edu) or call 994-5338.

To register for the workshop, please visit the following links and RSVP:

**Finding Funding Link:** registration closed for February 6<sup>th</sup> event.

### **February 7th - Foundation Opportunities: Finding and Securing Funding through Foundations - 11:30 to 1:30 pm**

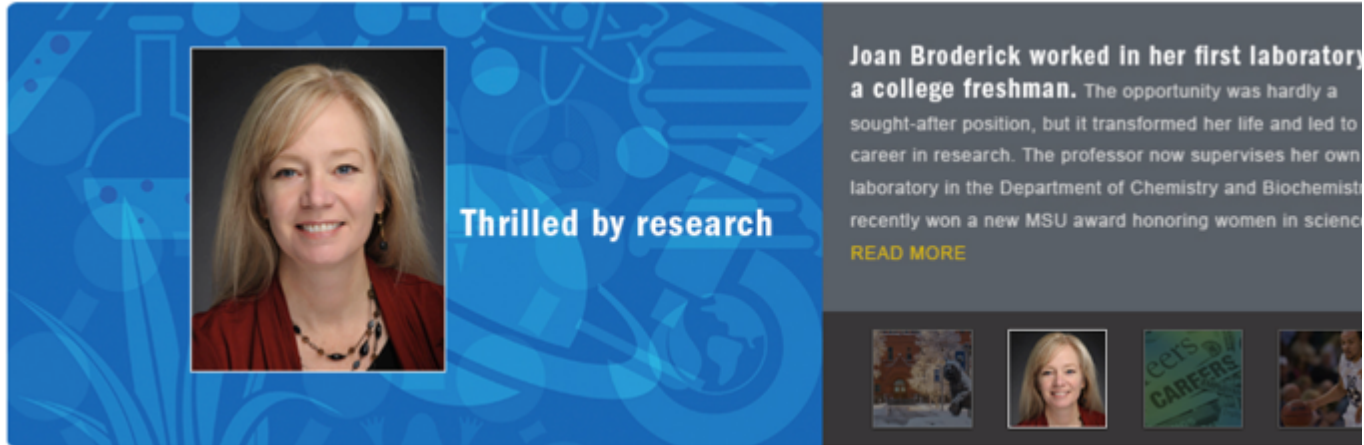
**Location:** Heathcote Classroom in the MSU Library Basement

With reductions in federal funding for research, many are looking to private foundations for new opportunities. Foundation opportunities tend to take less time to apply for, but have diverse and sometimes unique application procedures. The course will discuss core strategies that are applicable to these opportunities by closely examining a handful of solicitations that would be of interest to the campus community, and by introducing participants to the MSU personnel who manage foundation grants and foundation funding databases.

**Registration Process:** For more information, email Micaela Young, Grant Submission Training Coordinator at [micaelayoung@montana.edu](mailto:micaelayoung@montana.edu) or call 994-5338. To register for the workshops, please visit the following links and RSVP:

**Foundation Opportunities Link:** registration closed for February 6<sup>th</sup> event.

## February 20th - Women in Science Empowerment Lunch



**Thrilled by research**

Joan Broderick worked in her first laboratory a college freshman. The opportunity was hardly a sought-after position, but it transformed her life and led to a career in research. The professor now supervises her own laboratory in the Department of Chemistry and Biochemistry. She recently won a new MSU award honoring women in science.

[READ MORE](#)

The 2014 Women in Science Distinguished Professor, Dr. Joan Broderick (Chemistry and Biochemistry) will speak about the value and contribution of diversity to her scholarship and tell the story of her unique experience as a woman in science on February 20th 2014 from 11:30-1:00. This by invitation only Women in Science Empowerment Lunch is hosted by President Cruzado, Provost Potvin and ADVANCE Project TRACS with support from the MSUAF. We are honored to feature MSU alumni Nancy Seleski of 3M as the keynote speaker, who serves as a voice and role model for empowering women in leadership, innovation, and discovery.

Click the link below to see the February 17, 2014 MSU News Article on Dr. Joan Broderick:

[Winner of new MSU award found her path early, in research lab](#)

## February 24th - CRLT (Center for Research on Learning and Teaching) Players

**CONFRONT BIAS IN PROMOTION AND TENURE**

A theatre performance

# The Fence

Presented by the CRLT Players

The MSU community is invited to attend "The Fence," an absorbing presentation by the University of Michigan's CRLT Players about how unconscious bias can affect promotion and tenure decisions. The play will be performed 9 a.m. and 2 p.m. Monday, Feb. 24, in SUB Ballroom D. It is free, but RSVPs are requested. Call 994-4690. [READ MORE](#)

**Performance Times:** 9:00 - 11:00 a.m. (Introduction by President Cruzado) & 2:00 - 4:00 p.m. (Introduction by Provost Potvin) SUB Ballroom D - light refreshments will be provided

The CRLT Players Theatre Program uses a diverse array of performance arts to spark dialogue among faculty, graduate students, and academic administrators on issues of multicultural teaching and learning and institutional climate. The repertoire of traditional and interactive theatre is built on a strong foundation of research, and stories are told with a mix of comedy and drama designed to portray the complexities and challenges of academe and to prompt reflection rather than defensiveness among audience members. Through performances, workshops, seminars, and individual consultations, the CRLT Players Theatre Program provides educators and administrators with an innovative and dynamic approach to sparking dialogue, promoting inclusivity, and effecting positive change inside and outside the classroom. At the heart of the program is the CRLT Players, a troupe of local professionals and student actors. Using a solid foundation of research, the CRLT Players develop and present provocative vignettes in order to engage audience members in thinking and talking about issues of pedagogy, diversity, and inclusion.

**The CRLT players will perform the Tenure Sketch: The Fence** at MSU on February 24th in both the morning and afternoon. 'The Fence' focuses on a tenure meeting discussion at the executive committee level of a science department. The sketch poses questions regarding the fairness of some common issues and dynamics in tenure discussions and portrays the subtle ways that the gender can affect a committee's interpretation of the candidate's scholarship and productivity. Following the sketch, the audience dialogues with the actors, who stay in character. A trained facilitator guides the discussion and provides professional expertise and research-based information about the topic at hand.

RSVP appreciated: [Click Here](#) (RSVP has closed for this event)

**CRLT PLAYERS WEBSITE:** <http://www.crlt.umich.edu/theatre/index.php>

ADVANCE

# Project TRACS

*Transforming the culture of MSU to allow diverse faculty to flourish*



## Academic Year 2014-2015 Events

### August

**Site Visit Preparation Sessions || August 15 or August 19** - These two training sessions provided the opportunity for us to bring all 99 people attending the site visit together to help them understand the importance of the site visit and help them start thinking about what themes will be discussed in the site visit.



**The NSF is coming!**

**We're bringing the whole team, and our allies, together to prepare!**

Step 1: Save the date for the Third Year Compliance Visit: September 15 & 16, 2014 – Please ensure your calendars are marked with the attached schedule!

Step 2: Pick a date and time below to join us for a preparation meeting and RSVP below. Your attendance is critical to a successful compliance visit; we look forward to seeing you at the prep meeting.

**August 15: 10-11 | or | August 19: 2-3**

Leon Johnson 346



**ADVANCE Project TRACS** (406) 994 -4609

**Equity Advocate Orientation || August 20, 2014 || 9-11 or 1-3** – This event was an opportunity to welcome new Equity Advocates into the cohort, while bring all Equity Advocates up to speed with updates to the program and upcoming events for the semester.

**Snacks with TRACS || August 21, 2014 || 12-1**– This was an opportunity to host all new female STEM & SBS Faculty for lunch with the Provost and Co-PI.



## September

**NSF Third Year Site Visit || September 15&16** – This was an opportunity to bring our entire team together to discuss the impacts of ADVANCE Project TRACS on MSU's campus with an external site visit team. ADVANCE Project TRACS was pleased to welcome over 90 people from all corners of MSU's campus to be a part of this incredible process.

**Grant Writing Boot Camp [September 29-October 24]** – The Fall 2014 Boot Camp was held from 10 a.m. to noon on Fridays every week from September 29 to October 24. This boot camp is designed for grant-interested faculty and will assist them in producing review ready grant proposals in just six weeks, all while meeting grant-active colleagues and building a grant writers toolkit.

**ADVANCE Project TRACS, Center for Faculty Excellence, Office of Sponsored Programs, Vice President for Research & INBRE Present:**

# Grant Writing Boot Camp Fall, 2014

## SLAY THE DRAGON!



Or just the grant proposal. Yes, let's start with that...

**ADVANCE Project TRACS' Grant Writing Boot Camp is designed to help grant-interested faculty produce a quality, review-ready proposal in just six weeks, with valuable information and support from grant-successful facilitators.**

**SIX FRIDAYS! FROM 10:00 AM TO 12:00 NOON • SEPTEMBER 19 – OCTOBER 24**  
**All meetings in Animal BioScience 145 • Limited Enrollment • Great Experience!**  
**Reserve your space by September 10 – Go to: [www.montana.edu/nsfadvance](http://www.montana.edu/nsfadvance)**

### **(9/19) Session One:**

#### **FINDING FUNDING**

Welcome, introductions, and an overview of Boot Camp's session format. Participants will present a short elevator speech on their project and any interdisciplinary interests. Presenters will introduce participants to funding resources at MSU, and guide them through a hands-on experience in researching external funding searches.

### **(9/26) Session Two:**

#### **THE GRANT WRITING PROCESS**

Need-to-know information on the grant submission process, how major agencies operate, how other funding sources operate, how grants are reviewed, how grants are received and administrated, how to time-manage grant writing into your workload, and what to expect overall.

### **(10/3) Session Three:**

#### **THE SUBMISSION PROCESS**

Grasp the scope of documents required for a grant submission, learn how to access guide information from agencies to organize and prepare all required documents, and campus resources available to support you in completing documentation.

### **(10/10) Session Four:**

#### **ASSEMBLING YOUR PROPOSAL TEAM**

Explore the potential for pre-submission interaction with mentors and program officers, an often-overlooked yet critical part of a successful grant submission, as well as the ins and outs of working with other institutions and co-PIs, and the additional administrative requirements that compound these challenges, at least initially.

### **(10/17) Session Five:**

#### **THE PROPOSAL NARRATIVE**

As the blueprint for a research project, the proposal narrative must clearly and concisely describe the project overview, its aims and objectives, and the methods and plan of work. The workshop format of this session will prepare participants to clearly identify what works in proposals, and what does not, by analyzing a number of proposal narratives.

### **(10/24) Session Six: THE NEXT STEPS**

Plan for official submission of your proposal and strategize the remaining pieces with the assistance of personnel relevant to your team. Course follow up includes staff and campus resource assistance with your next steps and support from grant-writing colleagues. Yes, you can slay that dragon!

Strong coffee and healthy snacks (thanks, CFE!) will be served each week in a supportive, technology-facilitated space for our work.

For more information on our events see the **ADVANCE Project TRACS website: [www.montana.edu/nsfadvance](http://www.montana.edu/nsfadvance)**



## October

**“Turning the Two Body Problem into the Two Body Opportunity” – The Dual Career Mini Conference || October 7 || 9 a.m. – 1 p.m.** - This mini-conference featured three speakers and a lunch panel to discuss the challenges and opportunities of Dual Career Hiring.

### Presentations:

- **Dr. Kelly Ward**, Professor and Department Chair of Washington State University’s School of Education, gave a presentation titled: “Faculty Recruitment & Retention: Why Work-Life Integration Matters.”
- **Dr. Wendy Stock**, Professor and Department Head of MSU’s Department of Agricultural Economics and Economics, gave a presentation titled: “Dual Career Challenges: Economic Theory and Anecdotal Evidence.”
- **Dr. Ben Cowan**, Assistant Professor in Washington State University’s Department of Economic Sciences, closed out the presentations with, “Evaluating the Two-Body Problem: Joint-Hire Productivity within the University.”

The **lunch panel** showcased Dean Brett Gunnink, Dean of the College of Engineering; Susan Dana, Associate Dean of the College of Business; and Dr. David Eitle, Department Head of Sociology and Anthropology.



**Dual Career Mini Conference**

Turning the “Two Body Problem” into a  
“Two Body Opportunity”

**When:** October 7, 2014  
from 9 a.m. to 1 p.m.

**Where:** Animal  
Bioscience Building ||  
Room 138

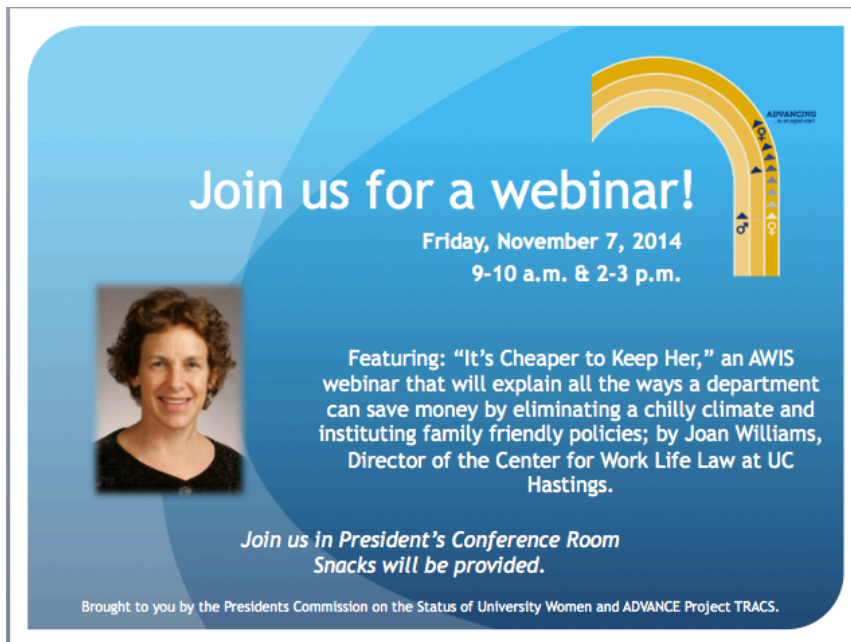
**What:** The Dual Career conference will feature Dr. Kelly Ward and Dr. Ben Cowan from Washington State University to discuss their research on the importance of Dual Career Accommodations. Join us to learn about what MSU is doing to foster effective dual career hiring.



**Snacks with TRACS with Nancy Seleski || October 27 || 11:30-1** – This Snacks with TRACS provided recently hired female faculty in STEM and SBS with the opportunity to meet Nancy Seleski, MSU Alumna. Nancy Seleski is now the Director of Supply Chain and Quality for 3M's Industrial Business. Earlier this year, she made a generous donation to ADVANCE/ MSU and established the Women in Science Distinguished Professor Award. This award was created to honor outstanding women faculty in STEM at MSU who champion equity and diversity, and have excelled in research accomplishments, teaching and mentorship, as well as made contributions to Montana and MSU. This luncheon provided MSU women faculty in STEM the chance to meet Nancy and engage in informal discussion about her time as an MSU Engineering student and how she transformed a major company to be more gender inclusive.

## November

**AWIS Webinars || November 7 || 9-10, 2-3** – These Association of Women in Science Webinars featured Joan Williams, the Director of the Family Law Center at UC Hastings. This webinar was titled “It’s Cheaper to Keep Her,” and was designed for deans and department chairs (but available to all AWIS members). This webinar explained all the ways a department can save money by eliminating a chilly climate and instituting family friendly policies. An integral part of that is to avoid the potential for legal liability. The webinar went in depth about a new kind of lawsuit that is increasingly filed that presents different risks for universities than they have seen in the past. The Equity Advocates, Department Heads and members of the Presidents Commission on the Status of University Women attended.

A promotional graphic for a webinar. It features a blue background with a yellow and orange rainbow graphic on the right side. The text is white and yellow. A small portrait of Joan Williams is on the left. The text includes the title 'Join us for a webinar!', the date and time 'Friday, November 7, 2014 9-10 a.m. & 2-3 p.m.', and a description of the webinar featuring Joan Williams. At the bottom, it says 'Join us in President's Conference Room Snacks will be provided.' and 'Brought to you by the Presidents Commission on the Status of University Women and ADVANCE Project TRACS.'

**Join us for a webinar!**

Friday, November 7, 2014  
9-10 a.m. & 2-3 p.m.

Featuring: “It’s Cheaper to Keep Her,” an AWIS webinar that will explain all the ways a department can save money by eliminating a chilly climate and instituting family friendly policies; by Joan Williams, Director of the Center for Work Life Law at UC Hastings.

*Join us in President's Conference Room  
Snacks will be provided.*

Brought to you by the Presidents Commission on the Status of University Women and ADVANCE Project TRACS.

**Care.com at Wellness Fair || November 4-6** – The Care.com representative who provides support for montanastate.care.com flew out for the Montana University System Wellness fair to raise awareness about care.com and meet with the Director & Co-Director of ADVANCE and the Director of Operations for HR. The wellness fair is a three day long event in which all of the Benefits providers from the University System set up tables with information to discuss their programs with the faculty and staff members on campus. Care.com was able to secure a table and meet with people who already use, or who are interested in using, care.com.



**Faculty & Staff** FREE TO ELIGIBLE FACULTY & STAFF

**We've got your care needs covered.**

Care.com connects more families with more caregivers than any other online destination. Here's how your free account works:

- **Post a job** and get responses from caregivers near you
- **View profiles** and find someone who fits your needs
- **Contact caregivers** safely through monitored messaging

Visit: [montanastate.care.com](http://montanastate.care.com)  
Use your MSU email address when signing up

**Students**

**Looking for a job as a caregiver?**

Help families find you by creating a free account on Care.com! Build a profile that highlights your experience and personality:

- **Personalize your profile** and make a great first impression
- **Search for jobs in your area** and find a great match
- **Contact families** directly, without leaving Care.com

Visit: [care.com](http://care.com)  
Sign up for a free profile and search for jobs

Thank you to the Offices of the Provost, President, Vice President of Research, Vice President of Administration and ADVANCE Project TRACS. Care.com and "There for you" are service marks or registered service marks of Care.com, Inc. © 2014 Care.com, Inc. All rights reserved.

Child care | Senior care | Pet care | Housekeeping

**Foundation Funding Workshop || November 21 || 1-3pm-** ADVANCE Project TRACS alongside the Center for faculty excellence, and the Office of Sponsored Programs hosted a workshop for Grant-Interested MSU Faculty. This workshop allowed for faculty to learn more about how to find and secure funding through foundations. This event was held in the Heathcote Classroom of the Renne Library. Speakers were Anna Graham Lindeen, MSU Foundation and Jim Thull, Special Collections Library. Attendees had an opportunity to learn about MSU's relationships with Foundation Grantors; how Foundations connect with projects they are interested in funding, and how to search for opportunities using the Library's online resources.

ADVANCE Project TRACS • Center for Faculty Excellence • Office of Sponsored Programs

*Present*

## **FOUNDATION OPPORTUNITIES**

Finding and Securing Funding through Foundations



A Workshop for  
Grant-Interested MSU Faculty

**Friday, November 21, 2014 1-3 pm**

**Renne Library, Heathcote Classroom  
(Rm 15, basement level)**

**Learn about MSU's relationships with Foundation Grantors,  
how Foundations connect with projects they are interested in funding,  
and how to search for opportunities using the Library's online resources.**

**With Anna Graham Lindeen, MSU Foundation  
Jim Thull, Special Collections Librarian**

Limited space available. Reserve on ADVANCE's website or at:  
[https://docs.google.com/forms/d/1luAqYnc8AmaUDJ5WqvM0Fwb1ktrzo3a3aspASnlb3Q/viewform?usp=send\\_form](https://docs.google.com/forms/d/1luAqYnc8AmaUDJ5WqvM0Fwb1ktrzo3a3aspASnlb3Q/viewform?usp=send_form)

For more information contact Jane Freeburg, ADVANCE Grant Coordinator  
994-5338 or [laura.freeburg@montana.edu](mailto:laura.freeburg@montana.edu)

## December

**Implementation Meeting || December 10 || 10-11:30** – This open meeting allowed for all faculty and staff to learn of the accomplishments of ADVANCE over the last semester and the past two and a half years of the grant. The meeting was a great opportunity for everyone to review upcoming goals and look back on past experiences with ADVANCE. Additionally, feedback from the Third Year Site Visit was reviewed and the campus was informed of all upcoming ADVANCE events. This event provided excellent momentum for the second half of the grant and the sustainable change to continue for MSU.

### **ADVANCE Project TRACS Open Meeting**

**Day & Time** || December 10, 10-11:30 a.m.  
**Location** || Animal Bioscience Building 138  
**Presenters** || Dr. Jessi L. Smith, Dr. Sara Rushing, &  
ADVANCE Team Leads

Please join the ADVANCE Project TRACS team for the end of the semester Implementation Team Meeting. This meeting is open to the campus community and provides an opportunity to learn what has been accomplished over the last semester, review upcoming goals and reflect on people's experience with ADVANCE. There will be a brief opportunity to share feedback from the Third Year Site Visit Report in addition to information about upcoming events.



**Snacks with TRACS || December 15, 2014** - This Snacks with TRACS provided recently hired female faculty in STEM and SBS with the opportunity to meet Waded Cruzado, president of Montana State University. President Cruzado has been the University's president since January of 2010. Cruzado also serves as a Co-PI on the NSF ADVANCE Grant. She is in full support of making MSU an inclusive environment where everyone has an opportunity to succeed. This luncheon provided women faculty in STEM/SBS the opportunity to talk with Dr. Cruzado in an informal setting about their goals as integral faculty members on campus and Waded's role in their success here at MSU.

## January

**Q&A Panel with Esteemed Women in STEM | | January 15 | | 11:30-1** – This provided a great opportunity for to hear about the different experiences of women in STEM at MSU. The panel allowed for perspective from all walks of STEM in both experience and discipline. Participants were able to ask questions and learn more about what MSU is doing to help make MSU and more specifically STEM programs at MSU completely inclusive and supportive of women.

Join the ADVANCE team for a panel with Dr. Joan Broderick, Women in Science Distinguished Professor; Celia O'Connor, Distinguished MSU Mathematics Alumna; Julie Workman, Graduate Student in Materials Science; and Undergraduate Student in Cell Biology and Neuroscience, Jenna Pinto. The four will discuss the role of women in STEM—then and now—inside of the classroom and in the community. Following their brief comments will be ample opportunity for Q&A.

### A PANEL Q&A WITH ESTEEMED WOMEN IN STEM

JANUARY 15 ~ 11:30-1 ~ IN REID 126

ADVANCE

# Project TRACS

**WAGES Event || January 28 || 4:00- 5 pm** – This was an engaging event held at Bridger Brewing that allowed for faculty and staff to spend time with their Equity Advocates. It was an opportunity for open conversation and an exciting game of Wages. Fun and food were provided and attendees were educated on the wage gap in academia.



## February

**Snacks with TRACS || February 3 || 12:00- 1:30pm**- This Snacks with TRACS provided recently hired female faculty in STEM and SBS with the opportunity to meet with Dr. Karlene Hoo, the Dean of the Graduate School. Dr. Hoo and female faculty discussed ways of expanding graduate opportunities and how this will help women in labs on campus and enhance research capacity.



**AWIS Webinar “Some Things are Illegal” || February 13 || 9-10am or 2-3am-** This training was lead Joan Williams J.D. and provided an introduction to the growing field of law called Family Responsibilities Discrimination. She presented on the risk management challenges that are unique to University Campuses.



**ADVANCE**  
**Project TRACS**  
Transforming the culture of MSU to allow diverse faculty to flourish

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**AWIS Webinar –  
Some Things are Illegal**

February 13 || 9-10 am or 2-3 pm  
President’s Conference Room

**PRESENTED BY THE ASSOCIATION OF WOMEN IN SCIENCE**

**FEATURING**  
*JOAN WILLIAMS, J.D.*  
**DIRECTOR OF THE UC HASTING CENTER FOR WORK-LIFE LAW**



## March

**Professional Cultures, Bias, and Inequality in STEM: Understanding the Landscape through Research and Practice Presentation || March 2 || 3:10-4:00pm** – Special guest Dr. Erin Cech, a Postdoctoral Fellow at the Clayman Institute for Gender Research at Stanford University was welcomed by the College of Engineering for this wonderfully informative and dynamic panel. Our very own ADVANCE PI Jessi Smith and Co-PI Martha Potvin acted as panelists.

**Professional Cultures, Bias, and Inequality in STEM: Understanding the Landscape through Research and Practice Presentation**

**Panel Discussion**

Erin Cech, Ph.D.  
Assistant Professor  
Department of Sociology  
Rice University

**Monday, March 2**  
**3:10-4:00 pm**  
**Cheever 215**

**Reception to follow at 4 pm**

**Panelists**

- **Erin Cech**
- **Wes Kremer** — Vice President of Air and Missile Defense Systems Product Line, Raytheon Missile Systems
- **Helene Michaels** — retired as Vice President of Manufacturing Operations for the Boeing 737 Program, The Boeing Company
- **Martha Potvin** — Executive Vice President for Academic Affairs and Provost, Montana State University
- **Jean Sweeney** — Vice President for Environmental, Health, Safety and Sustainability Operations, 3M

Dr. Cech conducts research related to gender bias in engineering/STEM. She earned undergraduate degrees in Electrical Engineering and Sociology from MSU and her Ph.D. in Sociology from University of California, San Diego. She was recently a Postdoctoral Fellow at the Clayman Institute for Gender Research at Stanford University. Cech's research has been covered in the Chronicle of Higher Education, Huffington Post, and the online careers section of Science.

**MONTANA STATE UNIVERSITY**  
College of  
**ENGINEERING**



**Dr. Marlene Tromp Presentation || March 5 ||** - Dr. Tromp engaged with the leaders of our campus to discuss achieving a feminist inclusive agenda with the additional challenges that present in academia. Additionally, Marlene had a talk titled “Living and Working as a Feminist Leader with students, staff and faculty. Below is the agenda from her trip, demonstrating the variety of individuals she met with.

		Location	Notes
OPEN			
8:30	Pick up from Hotel	Meet in Voss Inn Lobby	
10:00-10:30	Snacks with TRACS	319 Leon Johnson Hall	An opportunity to meet MSU’s new women in STEM and participate in a Q&A session with them.
10:30-11:20	Meet with Directors of ADVANCE	319 Leon Johnson Hall	
11:30-12:45	Working Lunch with Deans	325 Leon Johnson Hall	Marlene will lead informal discussion on challenges/solutions when leading academics to achieve a feminist inclusive agenda
12:45 – 1:10	Break		
1:10-2:10	WSGS Class & Other Invited Guests	100 Traphagen Hall	Talk Title “Living and working as a feminist leader”
2:10-2:30	Break		
2:30-3:30	WSGS Students Only	100 Traphagen Hall	Discussion with students/Q&A
3:45-4:30	Meet with Susan Kollin	SRO Coffee Shop (Strand Union Building)	Susan is a professor of English and the Director of Graduate Studies at MSU.
5:00	Back to Voss Inn		
6:00	Dinner	Pick up by David	With David Agruss, location of his choosing

**ADVANCE**

# Project TRACS

*Transforming the culture of MSU to allow diverse faculty to flourish*





**Dr. Marlene Tromp Presents:**  
**“Living and Working as a Feminist Leader”**

**Date:** March 5 || 1:10-2:10pm  
**Location:** 100 Traphagen Hall

You are invited to this presentation by Dr. Marlene Tromp, the Dean of Arizona State University’s New College of Interdisciplinary Arts and Sciences and acting Vice Provost of ASU’s West Campus. Dr. Tromp is also an extremely accomplished Professor in English and Women and Gender Studies. Please join us in this wonderful opportunity to learn more about what it means to be a feminist scholar and leader.

Supported by the National Science Foundation Grant No. 1208831 and the MSU Office of the Provost.  
ADVANCE Project TRACS; Leon Johnson 319; [ADVANCE@montana.edu](mailto:ADVANCE@montana.edu); <http://www.montana.edu/nsfadvance/>

**Observing and Participating Within the Implicit Bias Matrix: Women in Statistics || March 17 || 3:10pm** – ADVANCE sponsored this program alongside the College of Letters and Science. The event hosted around 35 people and the speaker, Dr. Amanda Golbeck spoke to the implicit bias present in all of statistics. The talk provided great insight to the culture of present and what can be done to change the poor statistics of female representation in statistics. A brief Q&A followed the presentation and many female statisticians in the audience were given some great advice.

## Mathematical Sciences Colloquium Series

Amanda L. Golbeck, Professor of Biostatistics  
School of Public and Community Health Sciences, University of Montana

### Observing and Participating Within the Implicit Bias Matrix: Women in Statistics

Tuesday, March 17, 3:10 PM  
Procrastinator Theater, Stand Union Building

In 1968, when only 3 percent of tenure ladder faculty members at UC-Berkeley were women, their Academic Senate Policy Committee formed a subcommittee to study the status of academic women. When Amanda Golbeck asked why the issue hadn't been investigated previously, she was told the committee just hadn't given it any thought. Likewise, when 44 years later there were no women pictured in the 2012 Joint Statistical Meetings Registration Guide, many attendees failed to take notice, even though over a third of American Statistical Association (ASA) members are women. Observations such as these, which point to implicit gender-career bias, catalyzed Dr. Golbeck to take a closer look at three aspects of the statistics profession that she will report on in this talk: professional awards, career pathways and leadership.

Amanda Golbeck is a Fellow of the ASA, an elected member of the International Statistical Institute, and a past president of the Caucus for Women in Statistics. Dr. Golbeck earned her Ph.D. in Biostatistics, M.A. in Statistics, and M.A. in Anthropology from UC-Berkeley. She also holds several certifications in leadership. She has been a tenured professor at San Diego State University, Wichita State University and the University of Kansas, and has served over 15 years in a variety of senior academic administrative positions including Vice President for Academic Affairs at the Kansas Board of Regents. She has developed statistical methodology and collaborated on human health research, resulting in over 60 peer-reviewed publications. She has provided statistical consulting to dozens of clients. Dr. Golbeck is lead editor of a book, *Leadership and Women in Statistics* (with Ingram Olkin and Yulia Gel), expected this summer.

*Sponsored by the Department of Mathematical Sciences, Dean of the College of Letters and Science, the Vice President for Research and Economic Development and ADVANCE Project TRACS.*

**Dr. Melissa Latimer Presentation || March 26 ||** - Dr. Latimer had an incredibly informative working lunch with our Deans which included training on dialogical changes in order to create positive change for our MSU environment. Melissa also gave a talk to students, staff and faculty titled, "Gender Equality in Academia: Using dialogical Change to Promote Positive Departmental Climates".

		Location	Notes
OPEN			
8:30	Pick up from Hotel	Meet in Voss Inn Lobby	
9:00-10:00	Snacks with TRACS	Leon Johnson 319	An opportunity to meet with MSU's new Women in STEM and discuss your research and participate in a Q&A session.
10:00-10:30	Break		
10:30 – 11:20	Meet with Directors of ADVANCE	Leon Johnson 319	
11:30-12:45	Lunch Training with Deans & Department Heads	138 Animal Bioscience Building	Melissa will lead training.
12:45 – 1:10	Break		
1:10-2:10	WSGS Class & Other Invited Guests	100 Traphagen Hall	Talk Title: "Gender Equity in Academia: Using Dialogical Change to Promote Positive Departmental Climates."
2:10-2:30	Break		
2:30-3:30	WSGS Students Only	100 Traphagen Hall	Discussion with students/Q&A
OPEN			
5:00	Back to Voss Inn		
6:00	Dinner	Pick up by Jessi	With ADVANCE Directors at Over the Tapas

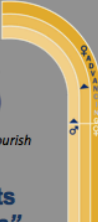
**Friday, March 27<sup>th</sup>**


		Location	Notes
OPEN			
9:30	Pick up from Hotel	Meet in Voss Inn Lobby	
10:00-10:30	Meet with Dr. Martha Potvin, Provost & Dr. Waded Cruzado, President	212 Montana Hall	Discussion about sustainability of ADVANCE at MSU based upon suggestions and advice from WVU's experience.

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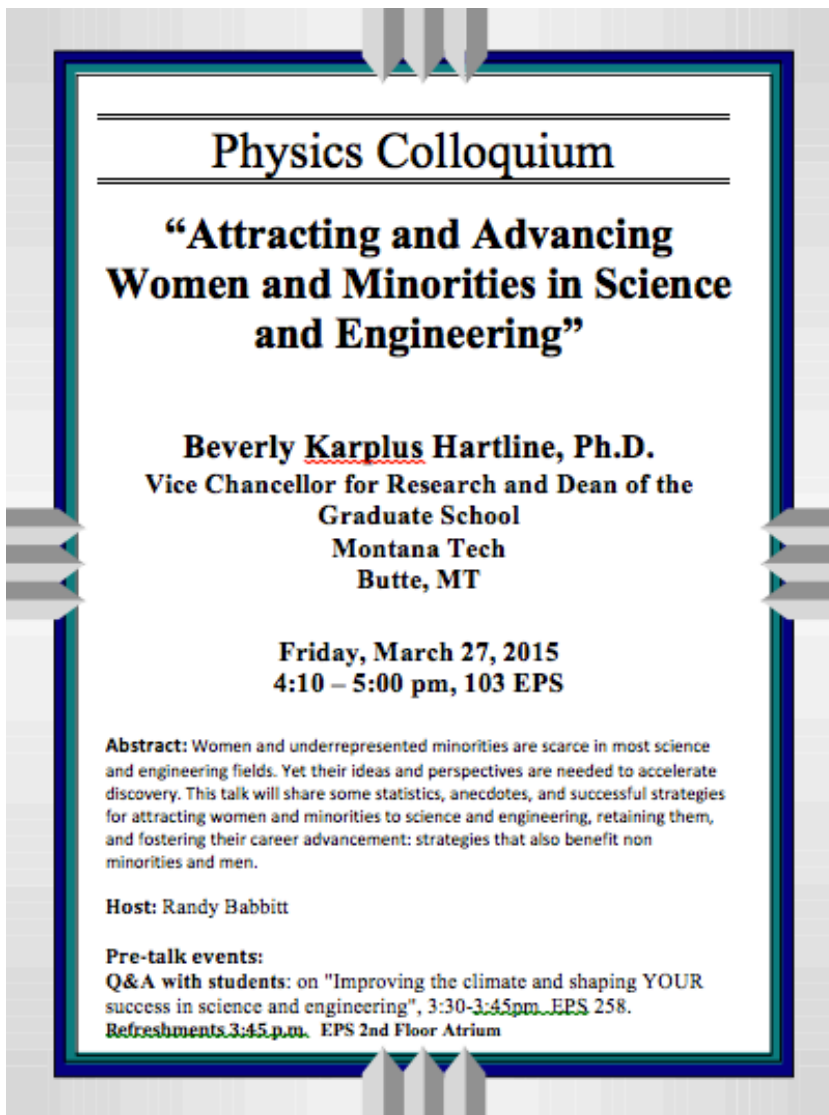
Dr. Melissa Latimer Presents  
"Gender Equity in Academia"

When: March 26 || 1:10-2:10pm  
Location: 100 Traphagen Hall

Join the ADVANCE team and our esteemed guest, Dr. Melissa Latimer for her talk "Gender Equity in Academia: Using Dialogical Change to Promote Positive Departmental Climates". Dr. Latimer is a Professor of Sociology and Director of the West Virginia University ADVANCE Center. Her most recent research focuses on gender inequality in academia, and organizational change within higher education institutions. This is a talk not to be missed. Be sure to mark your calendars now and come ready to learn more about being an agent for change at MSU.

Supported by the National Science Foundation Grant No. 1208831 and the MSU Office of the Provost.  
ADVANCE Project TRACS; Leon Johnson 319; [ADVANCE@montana.edu](mailto:ADVANCE@montana.edu); <http://www.montana.edu/msfadvance/>

**Dr. Beverly Hartline Professional Talk || March 27 || 4:10-5:10** – Dr. Hartline spoke as part of the Physics Colloquium with her presentation “Attracting and Advancing Women and Minorities in Science and Engineering”. Dr. Hartline is Vice Chancellor for Research and Dean of the Graduate School at Montana Tech. While in Bozeman, ADVANCE hosted Dr. Hartline for a lunch with members of the ADVANCE Team to learn more about Dr. Hartline and her efforts.



The poster is framed with a blue border and features a white background with black text. It is decorated with grey and blue geometric shapes at the corners and midpoints of the sides, resembling a book's spine or a decorative frame. The text is centered and includes the title, speaker information, date and time, abstract, host, and pre-talk events.

**Physics Colloquium**

**“Attracting and Advancing Women and Minorities in Science and Engineering”**

**Beverly Karplus Hartline, Ph.D.**  
Vice Chancellor for Research and Dean of the Graduate School  
Montana Tech  
Butte, MT

**Friday, March 27, 2015**  
**4:10 – 5:00 pm, 103 EPS**

**Abstract:** Women and underrepresented minorities are scarce in most science and engineering fields. Yet their ideas and perspectives are needed to accelerate discovery. This talk will share some statistics, anecdotes, and successful strategies for attracting women and minorities to science and engineering, retaining them, and fostering their career advancement: strategies that also benefit non minorities and men.

**Host:** Randy Babbitt

**Pre-talk events:**  
**Q&A with students:** on "Improving the climate and shaping YOUR success in science and engineering", 3:30-3:45pm, EPS 258.  
**Refreshments:** 3:45 p.m., EPS 2nd Floor Atrium

## April

**Introduction to Resources for MSU Grant Writers || April 8 || 12:00 -2:00pm-** This was a session designed to demystify the process of submitting a grant at Montana State University. Participants were given the opportunity to become familiar with the standard process of grant submissions, as well as the resources available to them. Activities included conducting a test run of grant funding databases, sketching a draft project budget, and setting up document folders for standard proposal pieces. As an added bonus, participants got to talk one-on-one with grant proposal developers including Dr. Nika Stoop, the newly hired NSF ADVANCE Grant Coordinator.

**“What works for Women at Work: How to Spot Subtle Bias and How to Eliminate It” || April 23 || 7:00pm-** Williams spoke about her new book and provided students, faculty and staff the opportunity to hear about ways to make the workplace more suitable for women to succeed. Williams keynote was open to the Bozeman community and guests were able to get a copy of Joan’s book and even get it signed.

ADVANCE Project TRACS and the College of Letters & Science  
Distinguished Lecture Series present

# Joan Williams

## What Works for Women at Work: How to Spot Subtle Bias, and How to Eliminate It

Thursday April 23 | 7–8 p.m. *(book signing to follow)*

Strand Union Ballroom C

Free and open to all

Joan Williams has played a central role in reshaping debates over women’s advancement for the past quarter-century. Described as having “something approaching rock star status” by *The New York Times*, she is the Hastings Foundation Chair and Director of the Center for Work-Life Law at the University of California, Hastings College of the Law. She is the founding director of Work-Life Law and led the Equal Employment Opportunity Commission’s 2007 Guidance on Caregiver Discrimination.



Office of the President  
Office of the Provost  
Vice President for Research and Economic Development  
Vice President for Administration & Finance  
College of Letters and Science  
Women’s Center  
ADVANCE Project TRACS



Care.com  
Remember montanastate.care.com  
for all of your family care needs  
during this event.

**2015 Campus Climate Data Charrette || April 28 || 3:00-5:00pm-** The major findings from the 2014 ADVANCE Campus Climate Survey were presented in poster-session format and feedback was received from the Bozeman campus community. Over 260 Tenure Track Faculty participated in the survey and changes in campus climate were presented. Individuals had the opportunity to connect with the ADVANCE team and network with peers regarding the importance of their campus climate.

The major findings from the Fall 2014 ADVANCE Campus Climate Survey will be presented in poster-session format and your feedback, insights, and questions will be taken into consideration. Over 260 Montana State University Tenure Track faculty and Departments Heads participated in the third annual job satisfaction survey.

We will present changes in campus climate from last year and highlight selected institutional data.

**CAMPUS CLIMATE DATA  
CHARRETTE**

APRIL 28, 2015 | LEIGH LOUNGE | 3:00-5:00PM

We encourage you to stop by at any time during the Charrette for refreshments and discussion with other faculty about this year's data. Be sure to stop in to meet the ADVANCE Social Science Team and learn more about the social science research methods ADVANCE employs.

## May

**Internal Implementation Advisory Meeting || May 1 || 2:00- 4:00pm-** This event was open to the campus community and allowed for open discussion of all that ADVANCE has accomplished so far in changing the campus to be more equitable and inclusive. It was also an opportunity to reflect on people's experience with ADVANCE. Additionally, feedback from the Third Year Site Visit Report was reviewed and information was given about upcoming events.



**Dr. Suzanne Christopher “Mentoring for Clinical and Translational Researchers” || May 20, May 27, June 3 || 9:00-11:00 am** – These seminars used a case-based approach to explore an intellectual framework for research mentoring, providing opportunities for reflection on mentoring skills and a forum to solve mentoring dilemmas and share strategies for success. These group sessions were capped at 12 participants and allowed individuals to speak freely in a supportive environment and receive individualized help and feedback.

**Boot Camp 2.0 || May 18 & 19, 2015 || 9-3 p.m. and 9-12 p.m.** – This Grant Writing Boot Camp was focused on individuals who had previously taken a boot camp and needed to focus on revisions for their initial proposals. This boot camp was limited to 15 individuals and co-sponsored by the Center for Faculty Excellence and the Office of Sponsored Programs.

### **Grant Writing Boot Camp 2.0: Revising Proposals**



Monday, May 18, 9:00 am - 3:00 pm, ABS 145  
Tuesday, May 19, 9:00 am - 12:00 pm, ABS 145

**Ready to nurture your proposal or respond to reviewers comments for the next round of deadlines?**

ADVANCE offers a short intensive workshop for grant writers ready to revise, peer review, and refine their summaries, narratives, budgets, and supplemental documentation to have a review-ready proposal by early June. Whether you are looking at NSF, NIH,

USDA, DOE, Education, other Federal Agencies, or Foundations, join us with your ideas and drafts!

Open to anyone with a proposal to revise. Limited to 15 participants; **registration required by May 11th, 2105**. Lunch will be served on Monday. [\*\*REGISTER NOW!\*\*](#)

**Sponsored by ADVANCE, Center for Faculty Excellence, and the Office of Sponsored Programs.**





# ADVANCE Project TRACS

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## 2015/2016 Event Descriptions

§ Indicates events co-sponsored by the Center for Faculty Excellence

For more information and to register, visit <http://www.montana.edu/nsfadvance/>

### August

**Equity Advocate Orientation (1) || Tuesday, August 18 || 11:00 a.m.-1:00 p.m. || LRES 325** – Equity Advocates orientation to bring new EAs up to speed and refresh current EAs about changes in policy and other university activities that might affect their roles.

**Mini Grant Social Event || Friday, August 21 || 4:00-5:00 p.m. || Jabs Hall 207** – This was an opportunity to bring together all of the grant awardees from the ADVANCE Mini grant program. This program provides women faculty in STEM/SBS with resources to diversify their research or teaching.

### September

§ **Grant Writing Boot Camp || Fridays, September 18 – October 23 || 10:00 a.m.-12:00 p.m. || ABB 145** – Grant Writing Boot Camp is designed to help grant-seeking faculty produce a quality, review-ready proposal in just six weeks, with valuable information and support from grant-successful facilitators.

**Snacks with TRACS Welcome Lunch with Provost Potvin || Tuesday, September 1 || 12:00-1:30 p.m. || Hamilton 214** – This was an opportunity to host all new female STEM & SBS Faculty for lunch with the Provost and welcome them to the new school year.

**Equity Advocate Orientation (2) || Tuesday, September 8 || 11:00 a.m.-1:00 p.m. || SUB 235** – Equity Advocates orientation to bring new EAs up to speed and refresh current EAs about changes in policy and other university activities that might affect their roles.

**Student Success Panel || Wednesday, September 30 || 11:30 a.m.-1:00 p.m. || ABB 138** – Panel session that gives new women faculty in STEM and Equity Advocates an opportunity to learn about support mechanisms for student success. The panel included: Brenda York – Disability, Re-Entry and Veterans Services, Aaron Grusonik – Assistant Dean of Students, Ariel Donohue – Diversity Awareness Office, Alanna Shearstad – VOICE Center, Kate Grimes – Director of the Office of Institutional Equity and Title IX Coordinator.

### October

**Dual Career Event || Friday, October 16 || 11:30 a.m.-1:00 p.m. || Reid 124** – This event provides an opportunity for those centrally involved in pursuing partner accommodations as part of a recruitment or retention effort to preview the Provost's draft hiring process document. Come learn about the future of dual career hiring at MSU, provide feedback, share challenges and successes, and help inform a long-term, sustainable, and effective approach to this issue.

**Snacks with TRACS Lunch with Nilam Patel || Wednesday, October 28 || 12:00-1:00 p.m. || Hamilton 214** – This Snacks with TRACS will feature Nilam Patel (MSU Social Media Guru) and she'll discuss using social media to launch your career.

### December

**Snacks with TRACS Lunch with President Cruzado || Friday, December 4 || 11:30 a.m.-12:00 p.m. || Hamilton 214** – This Snacks with TRACS will give faculty an opportunity to visit with President Cruzado.

**Internal Implementation Advisory Team Meeting || Tuesday, May 17 || 2:00 – 3:30 p.m. || ABB 138** – This meeting is an opportunity to bring the entire Internal Implementation Advisory group up to speed with the semester in review, gain feedback from them, and brainstorm ideas and programming for the upcoming semester.

## January

**§ NSF CAREER Panel Session || Thursday, January 28<sup>th</sup> || 1:00-3:00 p.m. || ABB 134 – Planning to submit an NSF CAREER grant proposal in 2016?** Jump start your preparation with by asking questions of a panel of grant-successful faculty. Several of MSU's faculty who have been awarded NSF CAREER grants will share their experiences in successfully submitting to this very competitive opportunity.

**Snacks with TRACS Lunch with Provost Potvin || Friday, January 22 || 12:00-1:00 p.m. || Hamilton 214 –** This Snacks with TRACS will give faculty an opportunity to visit with Provost Potvin.

## February

**§ Funding from Foundations || Tuesday, February 2 || 12:00-1:00 p.m. || EPS 127 –** Matt Parsons, Associate Director of Foundation Relations, MSU Alumni Foundation, will give some hints for planning and drafting your proposal as well as provide tools to help you be successful and grant experts will be available to answer questions.

**It Depends on the Lens (IDotL) || Thursday, February 4 || 11:00 a.m. – 1:00 p.m. || SUB Ballrooms B&C –** Come watch the IDotL crew role-play a variety of hiring vignettes to highlight bias and how to avoid it.

**Snacks with TRACS Lunch with Suzanne Held and Anne Camper || Friday, February 19 || 12:00-1:00 p.m. || Hamilton 214 –** This Snacks with TRACS will give faculty an opportunity to discuss service burdens with Associate Dean of Engineering, Anne Camper, and Associate Dean for Research Development in Education, Health & Human Development, Suzanne Held.

**Biennial Women in Science Empowerment Lunch || Friday, February 26 || 11:30 a.m. - 1:00 p.m. || Alumni Foundation Great Room –** Join MSU women administrators, faculty, students and alumni to celebrate excellence in science, technology, engineering, mathematics, and social sciences.

## March

**§ Intro to Grants || Thursday, March 24 || 12:15-1:15 p.m. || Jabs 407 –**This session is designed to demystify the process of submitting a grant at Montana State University. Session participants can expect to become familiar with the standard process of grant submissions, as well as the resources available to them. Activities include conducting a test run of grant funding databases, sketching a draft project budget, and setting up document folders for standard proposal pieces.

**Faculty Diversity Discussion Lunch || Thursday, March 31 || 12:00-1:00 p.m. || Jabs 207 –**Becca Belou, Office of Planning and Analysis/Equity Data Analyst, will present current data on MSU's faculty composition, in comparison to student composition, the state of Montana as a whole, and our peer institutions. Participants will be provided with a *brief* reading in advance, to ground discussion.

## April

**Snacks with TRACS Lunch with Selena Ahmed || Friday, April 15 || 12:00-1:00 p.m. || Hamilton 214 –** This Snacks with TRACS will give faculty an opportunity to discuss the task force focused on research capacity with Selena Ahmed.

**Faculty Diversity Discussion Lunch || Tuesday, April 19 || 12:00-1:00 p.m. || ABB 138 –** Recruiting a diverse faculty matters, but is difficult to accomplish overnight. In the meanwhile, what can we learn about the experiences and needs of underrepresented minority faculty at MSU, and what insights do key voices from across campus have about creating an equitable and meaningfully *inclusive* campus climate? Come share experiences and discuss!

**§ Partnering with Businesses to Apply for Federal Small Business Grants – SBIR/STTR || Wednesday, April 20, 2016 || 12:00-1:00 p.m. || SUB235 Presenter:** Christie Bell, Montana Technology Innovation Partnership (MTIP) Program. Academic scientists and engineers often dismiss the federal Small Business Innovation Research (SBIR) and Small Business Technology Transfer (STTR) programs because of a misconception they aren't eligible. With the right company partner or positioned as a university spin-out, university researchers and students make excellent SBIR/STTR candidates.

**Campus Climate Data Charrette || Tuesday, April 26 || 3:00-4:30 p.m. || Leigh Lounge, SUB** – Join President Cruzado for the annual poster session featuring the latest data from the MSU Climate Survey and other MSU activities that highlight the importance of creating a diverse, equitable and inclusive community.

## May

**Presentation by and conversation on Faculty Diversity with Dr. Luis Fraga, Notre Dame University || Thursday, May 5 || 9:30 –11:00 a.m. || ABB 134** – Dr. Luis Fraga is a nationally renowned scholar and an expert on faculty diversity. He is one of the foremost authorities on Latino politics and leadership in the United States. Dr. Fraga has held faculty positions at Stanford, University of Washington, and now Notre Dame. He served as the Associate Provost for Faculty Advancement and the Director of the Diversity Research Center at University of Washington for seven years, where he was in charge of directing the entire University of Washington's efforts to promote faculty diversity and inclusion.

**Internal Implementation Advisory Team Meeting || Tuesday, May 17 || 3:00 – 5:00 p.m. || Jabs 207** – This meeting is an opportunity to bring the entire Internal Implementation Advisory group up to speed with the semester in review, gain feedback from them, and brainstorm ideas and programming for the upcoming semester.

**§ Research Mentoring || Tuesday, May 17th || 10:00 a.m. – 1:00 p.m. || Jabs 207** – How can faculty who supervise researchers become the most effective mentor? This workshop is led by experienced mentor Dr. Suzanne Held of EHHD and uses a case-based approach to explore an intellectual framework for research mentoring, providing opportunities for reflection on mentoring skills and share strategies for success.

**§ Writing to Communicate Your Science || Wednesdays - May 25, June 1 and 8 || 10:00 a.m. – 12:30 p.m. || Jabs 207** – Have a paper or grant that you would like to revise? Join the three-week writing workshop focused on communicating your science: telling, organizing, and composing your story.

## June

**§ Grant Writing Boot Camp 2.0: Reviews and Rewriting Your Proposal || Thursday, June 9th || 10:00 a.m. – 1:00 p.m.** – Panel session with faculty who have experiences with different agencies to help in understanding your reviews – giving ideas on how to respond and talk to your program officer. Peer review session to discuss your reviews and strategize about how to address them.



# ADVANCE Project TRACS

## 2016/2017 Event Descriptions

§ Indicates events co-sponsored by the Center for Faculty Excellence  
For more information and to register, visit <http://www.montana.edu/nsfadvance/>

### July

**Promotion, Retention & Tenure Time: Informal Workshops** || Monday, June 20 || 1:00 p.m. – 2:00 p.m. || Jabs Hall 102 and Wednesday, July 6 || 3:00 p.m. – 4:00 p.m. || Jabs Hall 102 – Summer Snacks with TRACS – We know that summer is when many of you work on and submit your materials for review, join us for a couple of events where you can come, ask your questions, get tips, and even see some sample dossiers generously donated by other women in STEM/SBS. Both workshops will feature Mike Babcock and Suzanne Held, both former members of the University PRT committee.

### August

**Mini Grant Social Event** || Thursday, August 18 || 3:00 – 4:00 p.m. || Jabs Hall 103– This is an opportunity to bring together all of the grant awardees from the ADVANCE Mini grant program. This program provides women faculty in STEM/SBS with resources to diversify their research or teaching.

**Equity Advocate Training: Facilitating Inclusion to Improve Departmental Climate** || August 22, 23 & 24 || 9:00 a.m. – 4:00 p.m. || Jabs Hall 207 & Jabs Hall 103 – This interactive *Dialogues* training session presented by the ADVANCE program at West Virginia University is designed to develop faculty facilitators who can engage faculty colleagues in generating ideas, identifying actionable priorities, fostering understanding, collegiality, trust, and a creating a sense of inclusion among their colleagues.

**Equity Advocate Orientation** || Tuesday, August 23 || 11:00 a.m. – 1:00 p.m. || Jabs Hall 415 – Equity Advocate orientation is designed to bring new EAs up to speed and refresh current EAs about changes in policy and other university activities that might affect their roles.

**Snacks with TRACS Welcome Lunch with President Cruzado** || Thursday, August 25 || 11:30-1:00 p.m. || President's Conference Room – This is an opportunity to host all new female STEM & SBS Faculty for lunch with the President and welcome them to the new school year.

### September

**Equity Advocate Orientation** || Friday, September 9 || 11:00 a.m. – 1:00 p.m. || Jabs Hall 415 – Equity Advocate orientation is designed to bring new EAs up to speed and refresh current EAs about changes in policy and other university activities that might affect their roles.

**Snacks with TRACS Lunch** || Thursday, September 22 || 12:00 - 1:00 p.m. || Hamilton 214 – Snacks with TRACS with Guest Tracy Ellig.

§ **Finding Funding: Navigating the funding world** || Wednesday, September 7 || 12:00 - 1:00 p.m. || Wilson 1131 – Join our workshop on how to find funding opportunities that fit your research program. This session will focus on techniques that go beyond searching on funding websites.

§ **Grant Writing Boot Camp** || Wednesdays, September 21, 28, October 5, 12, 19 || 10:00 a.m.-12:30 p.m. || ABB 138 – Grant Writing Boot Camp is designed to provide grant-seeking faculty with valuable information and support from grant-successful facilitators. Participants will work on their own grant in class with feedback from peers and mentors.

### October

**Snacks with TRACS Lunch with Interim Provost Bob Mokwa** || Friday, October 14 || 12:00 - 1:00 p.m. || President's Conference Room – New women faculty will have the chance to meet the Interim Provost Bob Mokwa.

**Equity Advocate and Cultural Attunement Team Lunch with Rusty Barcelo** || Monday, October 31 || 12:30 – 1:30 PM || Jabs 207 – Join us for lunch and find out more about diversity planning at MSU.

## November

**§ The NSF Broader Impacts Puzzle: Strategies to develop a plan and ideas of activities || Tuesday, November 15 || 12:00 p.m.-1:00 p.m. || SUB 233 - Speakers:** Suzi Taylor, Assistant Director Outreach and Communications and Jamie Cornish, Outreach Specialist, Extended University. Writing an NSF grant and need ideas or strategies for what to propose for the broader impacts section? Suzi Taylor, Assistant Director Outreach and Communications and Jamie Cornish, Outreach Specialist, Extended University will share ideas from the National Alliance for Broader Impacts (NABI) Summit and their experiences with community outreach.

**Snacks with TRACS Lunch || Thursday, November 17 || 12:00 - 1:00 p.m. || Hamilton 214 – Snacks with TRACS.** Share what's going on with your colleagues.

**Queer in STEM: Emergent Issues and Opportunities for Change from Academia to Industry || Tuesday, November 22 || 3:30 - 4:45 PM || Byker Auditorium (Chemistry & Biochemistry Building) - Speaker:** Erin Cech, University of Michigan. Through the generosity of the College of Engineering, Dr. Erin Cech (MSU Alumni, now a professor at the University of Michigan), is coming to MSU to discuss her research on LGTBQ issues in STEM fields as they relate to faculty, students, and industry professionals.

## December

**Equity Advocate Meeting || Tuesday, December 6 || 12:00 - 1:00 p.m. || 319 Leon Johnson – Equity Advocates** meeting to talk about new information and share experiences.

**Snacks with TRACS Lunch || Thursday, December 15 || 12:00 - 1:00 p.m. || Hamilton 214 – Snacks with TRACS with** Guest, Mark Young, Associate Vice President of Research and Professor, Plant Sciences & Plant Pathology.

**STEM Dean Meeting || Friday, December 16 || 10:00 - 11:00 a.m. || ADVANCE Conference Room –** This meeting is an opportunity to bring the STEM Deans up to speed with the semester in review, gain feedback from them, and brainstorm ideas and programming for the upcoming semester.

## January

**Snacks with TRACS Lunch || Tuesday, January 17 || 12:00 - 1:00 p.m. || Hamilton 214 – Snacks with TRACS with** Guest, Women in Science Distinguished Professor, Sarah Codd.

**Equity Advocate Meeting || Wednesday, January 18 || 12:00 - 1:00 p.m. || 319 Leon Johnson – Equity Advocates** meeting to talk about new information and share experiences.

**§ NSF CAREER Grant Panel || Thursday, January 19 || 11:45 am – 1:00 pm. || SUB 233**

**Panel:** Christa Merzdorf, Cell Biology & Neuroscience, Paul Stoy, LRES, Jim Wilking, Chem & Biol Engineering, and and Laura Stanley, Mech. & Ind. Engineering and former NSF Program Director. The NSF CAREER Award is a prestigious grant that integrates education and research. Find out more about what should be included in these proposals from several past awardees at MSU. Examples of successful proposals will be available for participants to review and discuss.

## February

**Equity Advocate Meeting || Tuesday, February 7 || 12:00 - 1:00 p.m. || 319 Leon Johnson – Equity Advocates** meeting to talk about new information and share experiences.

**Snacks with TRACS Lunch || Thursday, February 16 || 11:30 a.m. - 1:00 p.m. || Leon Johnson Hall 325 – Snacks** with TRACS to discuss the future plans for the women in STEM group.

**§ Introduction to Writing Research Grants at MSU || Wednesday, February 22 || 12:00 – 1:00 p.m. || SUB 233**

**Presenter:** Micaela Young, Pre-Award Specialist, OSP and Nika Stoop, Grant Training Coordinator, CFE  
New to writing grants? Join us for an interactive session that introduces you to the grant writing process and the MSU policies and procedures. The session will be offered via Webex for those faculty not on the Bozeman campus.

## March

**Lunch with Donna Riley || Monday, March 6 || 12:00 - 1:00 p.m. || 319 Leon Johnson – Equity Advocates, Women in** STEM meet with Donna Riley to discuss social justice topics.

**What Would Justice Demand? Re-imagining Diversity in STEM || Monday, March 6 || 1:00 – 2:00 p.m. || Procrastinator Theater – Presenter:** Donna Riley, Professor of Engineering Education and Science, Technology, and Society at Virginia Tech. From 2013-2015, Riley served as Program Director for Engineering Education at the National Science Foundation. Riley's research interests include engineering and social justice; engineering ethics; social inequality in engineering education; and the liberal education of engineers. In 2005, she received a National Science Foundation CAREER award on implementing and assessing critical and feminist pedagogies in engineering classrooms.

## April

**§ How to be a PI: Yay! I got a grant. Now what do I do? || Wednesday, April 5 || SUB 233 || 12:00 – 1:00 p.m.** This workshop is designed to help those who are first-time PIs navigate the world of grants management. Guest faculty will talk about time/lab management, budget, and other PI responsibilities. The session will be offered via Webex for those faculty not on the Bozeman campus.

**Snacks with TRACS Lunch || Thursday, April 13 || 11:30 a.m. - 1:00 p.m. || Leon Johnson Hall 325 – Snacks with TRACS with Deans Rae and Boyer.**

**§ Demystifying the Funding Process at the National Science Foundation (NSF) || Thursday, April 13 || Jabs 405 || 3:00– 4:00 p.m. Presenter:** Laura Stanley, Mechanical & Industrial Engineering and former NSF Program Director. Dr. Stanley has just returned from her rotation as a Program Director for Cyber-Human Systems group in the Computer & Information Science & Engineering (CISE) directorate. She will give a general overview of the NSF structure with a brief description of Directorates, Divisions, and Programs and how to find an appropriate home for your research. She will also explain different mechanisms available for funding such as the EAGER, RAPID, and how solicitations such as Dear Colleague Letters (DCL) come to be, the origins of such calls and keys to responding to those types of funding mechanisms.

**Equity Advocate Meeting || Monday, April 17 || 12:00 - 1:00 p.m. || 319 Leon Johnson – Equity Advocates meeting with Jyl Shaffer to talk about new information and share experiences.**

## May

**Snacks with TRACS Lunch || Thursday, May 4 || 11:30 a.m. - 1:00 p.m. || Leon Johnson Hall 325 – Snacks with TRACS with Dean Gunnink and Anne Camper.**

**Equity Advocate Meeting || Tuesday, May 9 || 12:00 - 1:00 p.m. || 319 Leon Johnson – Equity Advocates meeting to talk about new information and share experiences.**

**§ Grant Writing Boot Camp 2.0: Reviews and Rewriting Your Proposal || Wednesday, May 3 || 3:00 – 4:30 p.m. || SUB 235 - Panel Members:** TBD. Panel session with faculty who have experiences with different agencies to help in understanding your reviews – giving ideas on how to respond and talk to your program officer. Peer review session to discuss your reviews and strategize about how to address them.

**§ Visualizing your Research: Graphic Abstracts and Figures || Wednesday, May 17 || 3:00 – 4:30 p.m. || Renne Library 1151. Presenter:** Brittany Fasy, Computer Science. Graphic abstracts and figures are valuable ways to communicate your ideas, both in grants and in publications. Join Dr. Fasy to learn about ways to illustrate your point with graphics. Participants should bring a summary of a grant or publication they are working on to start developing their graphic abstract in the workshop.