

Timeline

- May 2019 Submitted grant proposal to NSF
- July 24, 2019 Official Notification of NSF Catalyst Award Received
 - "... hereby awards a grant of \$228,616 to Missouri State University...This project, entitled "MSU-ADVANCE Catalyst Project to Promote Gender Identity," is under the direction of Frank A. Einhellig, Jorge L. Rebaza, Tamera S. Jahnke, Theresa Odun-Ayo, Melanie E. Carden-Jessen."
- Fall 2019
 - Team begins literature review to learn more about Gender Equity and other NSF Advance teams.
 - Jahnke attended a conference of all NSF Advance teams along with the ARC Network.
 - Developed plan for data collection, started developing advisory boards, began a list of invited speakers and developed a plan to visit other institutions.
 - Communication with external evaluator (Dr. Keri Franklin) to make sure we were approaching our assessment plan appropriately.
- Spring 2020
 - Professional Development - Dr. Abby Templer Rodriguez, Department of Sociology and Anthropology at MSU presented a seminar to the NSF team and other interested faculty and staff on campus to help us better understand the term intersectionality along with its importance in our work.
 - Attained IRB approval for focus group study. Had to pivot to a fully online (zoom) process for the focus groups due to COVID. Started conducting focus groups. External evaluator provided important expertise to help with focus group questions.
 - Reviewed MSU Climate Studies from 2015 and 2019.
 - Scheduled online zoom visits to other universities – University of Nebraska-Lincoln, Iowa State University, Murray State University, and Michigan Tech University.
- Summer 2020
 - Focused on finishing focus groups and collecting quantitative data.
 - Visited with NSF Advance Team at Murray State University – July 10
- Fall 2020
 - Visited with NSF Advance Team at University of Nebraska-Lincoln – September 10
 - Visited with NSF Advance Team at Central Michigan State University – September 17
 - Visited with NSF Advance Team at Iowa State University – October 8
 - Professional Development – Met with Dr. Megumi Watanabe (Hiroshima University – previously at U. of Nebraska)
 - Data collection to units outside of CNAS began.
 - Finished focus group data collection and began data analysis.
 - External evaluator reviewed the process and provided feedback.

- The team met regularly to start a list of strategic plan ideas based on what we were learning from quantitative data collection, focus groups and visits with other campuses.
- Spring 2021
 - Quantitative data collection completed.
 - Focus group analysis completed and report written.
 - External evaluator was provided with all reports and provided feedback to the team.
 - Professional Development – Team members read “Building Gender Equity in the Academy: Institutional Strategies for Change” by Sandra Laursen and Anne E. Austin. Several team members along with CNAS department heads attended a workshop provided by AAAS.
 - Met with Dr. Cervato, PI of ADVANCE Midwest Partnership-Joining Forces to learn from their project and to discuss possible participation in some of their initiatives.
 - The team requested a one-year extension for the grant. Covid truly slowed us down and we need time now to write our five-year strategic plan. Extension was granted.
- Summer 2021
 - Met with Internal and External Advisory Boards – June 28 and June 29
 - Met with leadership team of ADVANCE Midwest Partnership-Joining Forces to discuss possible participation in their Women Caucus and to establish future collaboration.
 - Developed a plan of pilot projects to begin in Fall of 2021
 - Begin to develop a strategic five-year plan.
- Fall 2021
 - Implement communication plan with STEM departmental faculty.
 - Continue to refine the five-year plan.
 - Share a draft of the plan with advisory boards in late 2021
- Spring 2022
 - Continue to refine the five-year plan. Identify adaptation partners.
 - Write the final draft of the plan to submit to NSF for adaptation grant.
- Summer 2022
 - Letter of intent due to NSF in early August
 - Full proposal is due to NSF in early November