Overview of NIH-TAC (Transforming Academic Culture) Trial

Multilevel Intervention

Level 1
- Senior Leaders
  - Individual Qualitative Interviews
  - Oversight and Direction of Dept/Div Interventions

Level 2
- Department & Division
  - Task Forces
  - Recommendations and Implementation

Level 3
- Women Assistant Professors
  - Total Leadership Program
  - Manuscript Writing Groups

Culture Conducive to Women's Academic Success Measure

Women Faculty Proximal Outcomes
- Job Satisfaction
- Job Commitment
- Job Self-Efficacy
- Work-Family Conflict

Women Faculty Distal Outcomes
- Productivity
- Publications
- Grants
- Intention to Leave

Department/Division Outcomes
- Task Force Implementation of Recommendations