UNC Charlotte ADVANCE Evaluation Overview

Goals and Outcomes	Activities	Example Measures	Data Collection
Goal 1: Recruitment **Desired Outcomes:** a. Increased female applicants to STEM faculty positions b. Increased campus awareness about equitable recruiting practices	- Diversity recruitment training for faculty searches - Interview Deans on status of gender equity	- Number of female applicants - Number of female candidates invited to campus - Number of offers made to female candidates - Faculty participation in training - Increased diversity language in, and broader publication of, recruiting advertisements	- Annual assessment of recruiting ads and offers extended - Institutional Research data - Longitudinal data collection
Goal 2: Retention **Desired Outcomes:** a. Increased female faculty retained in STEM b. Increased understanding of promotion and tenure requirements by female faculty in STEM c. Increase women faculty promotions in STEM d. Increased support for research, teaching and service	- Competitive Awards Program - Mentoring Programs - Leadership UNC Charlotte Program - Women's Academy	- Number of women retained in faculty - Number of proposals; applications; people affected by service - Number of participants; satisfaction levels; career impact (self report) - Promotion and tenure achievement of female faculty - Advancement into administrative leadership roles of female faculty - Attitude scales (above) to assess faculty perceptions	- Surveys - Interviews - Institutional Research data - Outcomes from fellowships and awards - Longitudinal data collection
Goal 3: Climate **Desired Outcomes:** a. Increased salary equity of women faculty in STEM b. Increased perception of equitable climate c. Increased perception of work/life balance and work load equity	- Interview Deans on status of gender equity - Diversity recruitment training for faculty searches - Leadership UNC Charlotte Program - Mentoring Programs - Women's Academy	- Program satisfaction scales - Job satisfaction scale - Psychosocial and career support scale - Sense of belonging scale - Empowerment scale - Leadership development scale - Work/life balance scale	- Repeated measures climate and program surveys - Interviews - Institutional Research data -Longitudinal data collection
Goal 4: Institutional Transformation **Desired Outcomes:** a. Sustain Advance efficacy b. Institutionalize Advance partnerships and initiatives	- Future of Faculty committee - Steering Committee - Women's Academy - Mentoring	- Number of committees and programs collaborating - Number of new interchanges between campus diversity initiatives - Number of policies adopted - Organizational Efficacy scale - Number of programs continued	- ADVANCE Report Card to campus community - Final ADVANCE Report
Goal 5: Dissemination **Desired Outcomes:** a. Increased national awareness of effective practices b. Serve as a model of best practices c. Implementation and evaluation methodology promoted	- ADVANCE presentations and publications - Create institutional report card	- Number of papers presented; people affected by service, institutions requesting information - Recommendations made and policies adopted - Dissemination activities	- ADVANCE Report Card to campus community - Final ADVANCE Report to NSF and ADVANCE community