



Abstract:

Evaluation is a critical component of ADVANCE UNC Charlotte, to both assess program impact and to inform the community of best practices. Principal programs are New Faculty Mentoring, Mid-career Mentoring, Competitive Awards for individuals and units, Leadership Charlotte, and Future of the Faculty. We present our overall evaluation logic model, as well as the formative assessment that has informed and strengthened our program initiatives. A discussion of seven key progress indicators from year 3 of program implementation will also be presented. **Progress indicators are 1)STEM faculty gender distribution, 2)institutional recruitment outcomes, 3)promotion & tenure, 4)distribution of STEM female leadership, 5)campus climate, 6)institutionalization, and a 7)snapshot of program initiatives.** We offer a summative scorecard of these indicators as a demonstration of progress toward goals, lessons learned, and our challenge areas. Future contributions are also presented.

ADVANCE Formative & Summative Assessment

Goals & Outcomes	Data Collection
Goal 1: Recruitment Goal 2: Retention Goal 3: Climate Goal 4: Institutional Goal 5: Dissemination	- Annual assessment of recruiting ads & offers - Institutional Research data - Longitudinal data collection - Surveys & Interviews - Institutional Research data - Outcomes from fellowships & awards - Longitudinal data collection - Repeated measures <u>climate</u> & <u>program</u> surveys - Interviews - Institutional Research data - Longitudinal data collection - Institutionalize Advance partnerships & initiatives - ADVANCE Scorecard - Final ADVANCE Report - Promote methodology - Publish and present findings & best practice - ADVANCE Scorecard - Final ADVANCE Report to NSF & community

UNC Charlotte ADVANCE Key Progress Indicators for STEM Tenure-track Faculty (excludes social science)	2008 Total				2006 Total		% Change (Women)
	Men		Women		Men	Women	
	No.	%	No.	%			
STEM Faculty Gender Distribution (excludes leadership positions)	191	82.3	41	18	204	53(21%)	↓ 3%
Assistant Professor	59	72.8	22	27	*Market Forces- hires decreased in 2008		
Associate Professor	68	82.9	14	17			
Full Professor	64	92.8	5	7			
Institutional Recruitment Outcomes	6	86	1	14	13	4(23%)	↓ 9%
Tenure Track Faculty New Hires	6	86	1	14	*Market Forces- hires decreased in 2008		
Assistant Professor	3	100	0	0			
Associate Professor	2	67	1	33			
Full Professor	1	100	0	0			
Promotion & Tenure							
Faculty Applied	24	72	9	28	17	7	
Faculty Awarded	23	96	9	100	16(94%)	6(86%)	↑ 14%
Distribution of STEM Leadership*	11	69	5	31	11	1(8%)	↑ 23%
Campus Climate							
Faculty Attrition (non-retirement)	8	80	2	20	4	1(20%)	No Change
HERI Survey: Subtle Discrimination**	16% agree (male)			42% agree (female)			**Annual Comparison Unavailable
HERI Survey: My Research is Valued**	83% agree (male)			72% agree (female)			
HERI Survey: Women Treated Fairly**	97% agree (male)			71% agree (female)			

	2006-2008	Description
Institutionalization		Increased rationale for stop the clock, multiple pathways for promotion, ombudsperson, childcare center
Policy Recommendations	4	
Policy Changes	3	
New Faculty Mentoring Participants	21	2nd year of implementation
Mid Career Faculty Mentoring Participants	unknown	New in 2008
Leadership Charlotte Participants	35	17% have taken on new leadership roles
Competitive Awards Recipients	26	21 publications & presentations as a result
Collaborative Events**	>80	Speakers, Networking Receptions, Etc.

*Deans, Distinguished Chairs, Department/Unit Chairs, Center Directors
 **Averages reported for 2001, 2004 & 2007 surveys combined; annual comparisons unavailable

Progress Towards Goals

- Baseline data collected for comparison
- Climate survey development underway
- Faculty RPT Policy Revisions
- Communications Director for project dissemination

Lesson Learned

- Communication with campus partners is crucial - **Share**
- Branding is essential- **Toot our own Horn**
- Connect with like initiatives - **Collaborate**

Our Partners

- Chancellor's Diversity Initiative
- Council on Community
- Center for Professional & Applied Ethics

Challenge Areas

- Market Forces:** university budget pressure, hiring & salary constraints
- Policy Change:** child care center –site identified in Master Plan. Private partner sought

Future Contributions

- Annual Campus Climate Survey:** consistency in measurement
- Qualitative Investigations:** depth of inquiry
- Scorecards:** a component of Unit Strategic Plans
- Mid-Career Mentoring:** faculty career development