

NSF WISEST ADVANCE (5 YEAR) EVALUATION PLAN
University of Illinois at Chicago

Evaluation framework:

The overall goal of the UIC WISEST program is to increase the number, participation and leadership status of women – majority and minority – in academic science and engineering through institutional transformation at UIC. The evaluation plan has been developed using the 5 main strategies identified in the proposal. Objectives and research questions have been developed for each strategy. The research questions have been further categorized into process and outcome evaluation measures.

List of tables to be created is in the appendix. Relevant table numbers from the list of tables have been referenced in the plan where relevant.

Strategy I: Warm the climate & decrease the isolation of women STEM faculty.

Objective 1: To assess existing support policies, increase knowledge about these policies and standardize policy implementation within departments.

Objective 2: To expand and improve mentoring programs for women faculty.

Objective 3: To increase networking opportunities for faculty through cross unit STEM programming.

Objective 4: To increase the number of diversity advocates in the STEM departments

Research Question	Measures (What are used to answer the question?)	Activities (How do we get the measures)	Sources of Data	Person Responsible for data collection	Timeline
Process Evaluation					
1. What are the existing support policies at UIC for faculty and how are they used?	Baseline support policies & their use	Gather all the baseline policies and find out their use in base year	OFA	M & E Coordinator (M& E Coordinator) Graduate Assistant	2 ND Quarter of Year 1
2. Has a campus wide working group been established to assess the use of existing support policies? Has a report been presented to the provost? What are the recommendations? Are the recommendation reviewed and implemented?	Existence of a working group and its report to the Provost; policy outcomes from the recommendations	Monitor the formation of the working group; follow up on its report and recommendations to the Provost, follow-up on the implementation of the recommendations	WISEST Executive Committee	WISEST Director	Year 1, 3 and end of project.
3. Has a consistent policy for tenure rollback been developed in the STEM departments? Has the policy been implemented?	Consistent departmental tenure rollback policy	Monitor the development of a standard policy	Departments	Facilitators	4 th quarter of each funding year till policy is in place
4. Have standardized exit interviews been developed and implemented?	Documentation of exit interviews	Develop a standardized exit interview and monitor its implementation	Departments	WISEST Director	Year 1 and yearly thereafter
5. Has the web based faculty orientation module been developed? How often is it used?	Orientation Module on the OFA website	Check the existence of the module and monitor its use	Website hits, OFA	WISEST Director	Year 1 and yearly thereafter.

Strategy I: Warm the climate & decrease the isolation of women STEM faculty (continued)

Research Question	Measures (What are used to answer the question?)	Activities (How do we get the measures)	Sources of Data	Person Responsible for data collection	Timeline
6. Are all department websites linked to the WISEST and OFA websites?	Presence of web links on all the departmental web pages	Check the links and monitor the number of hits	Website hits, Departments	WISEST Director	Yearly
7. Has the existing mentoring program been adapted to a career span mentoring program? How has this been done? Has the program been implemented?	Existence of a career path span mentoring program	Work with Gender Equity Project (GEP), Hunter College, and the Black Faculty Retention Program (BFRP) to review the new mentoring program	OFA, Departments	WISEST Director	Year 2 – 3
8. Have networking opportunities for faculty increased? Has the WISE Center been opened?	WISE Center and networking events	Track participation of events and survey participants on networking opportunities during events. Track progress towards opening a WISE Center.	Attendance records, OFA, Facilitators	WISEST Director, WISEST Executive Committee, Graduate Assistant	Yearly
9. Has there been an increase in commitment to diversity in the STEM departments? Have 4 leadership seminars been conducted? Has a yearly town hall meeting been conducted?	Attendance at the leadership seminars and town hall meeting by Heads and Executive Committee	Organize 4 leadership seminars and 1 town hall meeting per year and survey heads and executive committee members after the events	Attendance records, Facilitators	WISEST Director, Graduate Assistant	Yearly
Outcome Evaluation					
10. Has there been an increase in the proportion of women faculty in the UIC STEM departments over the 5 years of the grant?	Faculty profile in STEM Departments	Collect data from OAE and departments	OAE, Departments	M & E Coordinator, Graduate Assistant	Baseline 2 nd quarter of Year 1 and yearly thereafter
11. Is there a difference between men and women STEM faculty in terms of level of knowledge about existing UIC support programs?	Knowledge of support programs by gender	Assess the knowledge about support programs using the UIC Faculty Work Climate Survey.	2004 UIC Faculty Work Climate Survey, OFA, Facilitators	M & E Coordinator, Graduate Assistant	Baseline and Year 4 UIC Faculty Work Life Survey.

Strategy I: Warm the climate & decrease the isolation of women STEM faculty (continued)

Research Question	Measures (What are used to answer the question?)	Activities (How do we get the measures)	Sources of Data	Person Responsible for data collection	Timeline
12. Is there a difference between men and women STEM faculty in terms of frequency of use of support programs?	Use of support programs by gender	Data analysis using climate survey data and collect data for use of support programs	2004 UIC Faculty Work Climate Survey, OFA	M & E Coordinator, Graduate Assistant	Baseline and yearly thereafter
13. In the five years of the program, has there been an increase in the proportion of STEM faculty using the support, networking and mentoring programs?	Use of support, networking, and mentoring programs	Review and Compile the data from OFA & WISEST	WISEST records, OFA	PI WISEST Director, Facilitators	Baseline and 4th quarter of each year, Yearly from starting Year 2
14. Is there an improvement in the climate for STEM faculty overall and specifically for women faculty?	2004 Faculty Work Climate and 2010 Faculty Work Climate Survey; Focus groups	Re-administer the climate survey year 4; conduct focus group study in Year 1 and Year 2	2004 UIC Faculty Work Climate Survey and follow-up and Focus groups	M & E Coordinator, Graduate Assistant	Second climate survey in 4 th quarter of Year 4 Focus group study in Baseline year and Year 4
15. Is there an improvement in retention rate for women faculty in STEM?	Faculty data	Collect and analyze faculty data	OFA, Departments	WISEST Director, Facilitators	4 th quarter, Yearly

Strategy II: Pilot initiatives to attract & recruit minority women faculty

Objective 1: Pilot a 2-year WISEST postdoctoral fellowship

Objective 2: Conduct targeted searches for minority women faculty

Research Questions	Measures	Activities	Sources of Data	Person Responsible for data collection	Timeline
Process Evaluation					
1. Has a consulting agreement been signed with NPA to assist with the details of the postdoctoral fellowship program?	NPA agreement	Sign the agreement	WISEST Director	WISEST Director	Year 1
2. Has an agreement been signed with AGEP to assist with recruitment for the postdoctoral fellowship program	AGEP agreement	Sign the agreement	WISEST Director	WISEST Director	Year 1
3. Have the selection and recruitment criteria for the postdoctoral fellowship program been established? What are the criteria?	Recruitment criteria	Develop the selection and recruitment criteria	WISEST records	WISEST Director	Year 1
4. What are the characteristics of the candidates that applied for the program? What are the characteristics of the candidates that were awarded the fellowships?	Application materials	Review application materials	WISEST records, departments	WISEST Director	Year 1
5. Have the postdoctoral fellows been hired? Describe the components and activities of the program.	Postdoctoral fellows hired	Monitor the hire of the postdoctoral fellows	WISEST records, departments	WISEST Director	Year 1
6. What are the baseline expectations of the postdoctoral fellows?	Expectations of the Postdoctoral fellows	Develop the interview survey; Interview/survey the postdoctoral candidates when they first start their positions	Interviews, Surveys	M & E Coordinator, Graduate Assistant, possibly Facilitators	As the candidates are hired
7. Are the postdoctoral fellows satisfied with the program? What components of the program have been most useful?	Satisfaction survey for the Postdoctoral fellows	Modify the original survey to use as a comparative tool for Interviews; survey the postdoctoral fellows at the end of the 2 –year appointment	Interviews, Surveys	M & E Coordinator, Graduate Assistant, Facilitators	At the end of 2-year appt.

Strategy II: Pilot initiatives to attract & recruit minority women faculty (continued)

Research Questions	Measures	Activities	Sources of Data	Person Responsible for data collection	Timeline
8. Has an evaluation plan been developed for the postdoctoral fellow program? Describe the plan. Has the evaluation been conducted?				External evaluators	
9. Has a plan been developed to conduct targeted searches for minority faculty? Describe the plan	Plan for minority hire	Monitor the existence of the plan	Departments; OFA	Heads and Vice Provost, Faculty Affairs	Year 2
Outcome Evaluation					
10. Has a CIC postdoctoral consortium been developed?	Existence of a CIC consortium	Compile a list of organizations and committees focused on women in STEM. Monitor the development of the consortium	CIC	WISEST Director	Year 2
11. How many WISEST post doc fellows have obtained full time faculty positions and where?	Postdoc career path	Monitor the number of offers each postdoc received and time taken to obtain a full time position	Departments WISEST internal records	WISEST Director	Year 4 & 5
12. Has the WISEST Program obtained funding to sustain the program long term? If additional funding obtained to start another cycle of recruitment? What is the amount of funding obtained?	Future funding	Submit proposals and record the number of proposals submitted and amount of funding received	WISEST records	WISEST Director	Yearly
13. Has there been an increase in the number of tenured and tenure track minority women faculty in the STEM departments as compared to baseline.	Minority faculty	Collect data for minority faculty	Departments; Access and Equity	M & E Coordinator, Graduate Assistant	Yearly

Strategy III: Transform STEM departments to foster diversity & women’s leadership

Objective 1: To improve understanding about the importance of diversity in the department

Objective 2: To increase the number of women faculty in the STEM departments

Objective 3: To facilitate women’s leadership and increase accountability for diversity

Objective 4: To conduct a salary equity study

Research Questions	Measures	Activities	Sources of Data	Person Responsible for data collection	Timeline
Process Evaluation					
1. Have the Facilitators from each department recommitted to the project?	Commitment from Facilitator in each department	Monitor Facilitator appointment	WISEST Director	WISEST Director	1 st quarter of each year
2. How effective have the WISEST Facilitators been in the departments?	Facilitator experience and heads evaluation	interviews and/or focus groups with the Facilitators, dept heads and executive committee	WISEST Surveys/Interviews	M & E Coordinator, Graduate Assistant	Baseline, Years 3 & 5
3. Has a transformation RFP been developed and submitted by each department?	RFP	Monitor RFP development	Facilitators, WISEST Director	WISEST Director	3 rd - 4 th quarter of Year 1
4. How many responses were received to the RFP? Who received the funding?	RFP submissions	Monitor RFP submissions and review	Facilitators, WISEST Director	WISEST Director	Yearly
5. Have the heads of each department attended the yearly trainings on diversity practices.	Attendance records	Monitor attendance and conduct trainings	Facilitators, WISEST Director	WISEST Director	Yearly
6. Has an adaptable presentation been developed to train the search committees?	Adaptive presentation	Monitor the develop and approval of the adaptive presentation	WISEST Director	WISEST Director, Facilitators	Yearly
7. Have the search committees in each of the STEM departments been trained?	Number of trainings; attendance in the trainings	Monitor the trainings	WISEST Director Facilitators	WISEST Director	Yearly

Strategy III: Transform STEM departments to foster diversity & women's leadership (continued)

Research Questions	Measures	Activities	Sources of Data	Person Responsible for data collection	Timeline
8. Have the heads competing for the WISEST hires completed the faculty orientation modules?	Completion of the faculty orientation module by heads	Track the web report of completion	WISEST Director	WISEST Director	Yearly
9. Has promoting and achieving diversity been included in the annual review forms at the level of the department heads?	Departmental heads annual report	Review of the annual report	WISEST director, Facilitators	WISEST Director	3 rd – 4 th quarter of Year 1, yearly till objective is achieved
10. Has promoting and achieving diversity been included in the annual P&T forms?	P&T forms	Review of the forms	WISEST director, Facilitators	WISEST Director, OFA	3 rd – 4 th quarter of Year 1, yearly till objective is achieved
11. Has a standard offer letter been developed and endorsed by the provost?	Offer letters	Track the adoption of a standard offer letter	WISEST Director, OFA	WISEST Director	Yearly till objective is achieved
12. Has the shadowing program been implemented for STEM women faculty?	Existence of a shadowing program	Develop and implement the shadowing program	WISEST Director	WISEST Director	Yearly
13. Has a salary equity study been developed and implemented?	Equity study plan	Review existing UIC studies; determine how the study will be conducted	Director of Institutional Research, OFA	Director of Institutional Research, Chair of Eval team Working with external consultant & M&E Coordinator	Year 2

Strategy III: Transform STEM departments to foster diversity & women's leadership (continued)

Research Questions	Measures	Activities	Sources of Data	Person Responsible for data collection	Timeline
14. Have the findings of the salary equity study been used? How have they been used?	Policies adopted from the results of the salary equity study	Review the results; recommend policies and follow up on their implementation	Study plan, OFA	M & E Coordinator, Chair of Eval team Working with external consultant	Yearly starting Year 3
Outcome Evaluation					
15. How many women STEM faculty have been served by the UIC shadowing program?	Record of number of women using the program	Review records from OFA, WISEST	OFA, WISEST	M & E Coordinator, Graduate Assistant	Baseline and 2 nd quarter of each year starting year 2
16. Has there been an increase in the number of women attending leadership programs as compared to baseline?	Record of the number of women using the program	Review records from OFA, WISEST	OFA, WISEST	M & E Coordinator, Graduate Assistant	Baseline and 2 nd quarter of each year starting year 2
17. Has there been an increase in the number of women holding leadership positions in the departments deans, department heads.	Number of women in leadership positions by department	Collect data on women in leadership positions	Facilitators	Facilitators, M & E Coordinator, Graduate Assistant	4 th quarter of each year starting year 2
18. How many new STEM women faculty have been hired?	Number of new women faculty in the STEM departments	Collect data	WISEST Director, Facilitator	WISEST Director	Yearly
19. On the average are there differences in salaries of STEM faculty by department, rank, and gender.	Average salaries in the departments by gender	Obtain average salary figures	OFA, OAE	WISEST Director, Facilitators	Yearly

Strategy IV: Promote STEM women's scholarship and teaching

Objective 1: To showcase successful women STEM faculty.

Objective 2: To expand the WISER fund.

Objective 3: To promote STEM teaching excellence.

Research Questions	Measures	Activities	Sources of Data	Person Responsible for data collection	Timeline
Process Evaluation					
1. Has a list been compiled of the local, regional and national level nominations and awards in the STEM fields?	A comprehensive list has been put together	Compile list of nominations and awards. Increase awareness of the list and encourage nominations	Facilitators, review of national databases	WISEST Director	3 rd quarter of Year 1, yearly thereafter
2. How is the WISER fund used by individual faculty?	Use of Wiser Fund	Informal interviews with the recipients of the funds	Faculty, Facilitators	WISEST Director	4 th quarter of each funding year
3. Has the yearly workshop on STEM pedagogy been developed?	Workshop on STEM pedagogy	Collaborate with IMSE (UIC Institute for Math and Science Education) and OFA to develop the workshop	IMSE, OFA	WISEST Director	4 th quarter of Year 1
Outcome Evaluation					
4. Has UIC hosted at least 2 nationally known STEM women scholars?	Seminars by known STEM women scholar	Monitor Workshops and presentations	WISEST Director, Facilitators	WISEST Director	4 th quarter of each funding year
5. How many faculty have used the WISER fund?	Number of faculty using the fund	Collect data on WISER fund usage	WISEST Director, Facilitators	WISEST Director	4 th quarter of each funding year
6. Has there been an increase in the number of women nominated for and receiving teaching awards as compared to the baseline? Has there been an increase in the number of STEM women nominated to the UIC Star's list.	Number and proportion of women nominated Number of women receiving the awards	Review OFA records	OFA, Facilitators	M & E Coordinator, Graduate Assistant	4 th quarter of each funding year
7. How many faculty (men and women) have attended the IMSE training?	Number of faculty attending the training	Review WISEST records of the training	WISEST records, Facilitators	WISEST Director, Facilitators	4 th quarter of each funding year

Strategy IV: Promote STEM women's scholarship and teaching (continued)

Research Questions	Measures	Activities	Sources of Data	Person Responsible for data collection	Timeline
8. Has there been an increase in the number of grants awarded to STEM women faculty both internal UIC grants as well as external grants?	Number of grants received by STEM women faculty	Review records of grants received	Departments, Facilitators	WISEST Director, Facilitators	4 th quarter of each funding year
9. Has there been an increase in the number of national awards to STEM women faculty and the number of women endowed chairs in the STEM departments?	Number of awards received by STEM women faculty	Review records of awards received	OVCR	Facilitators	Yearly
10. What has been the career progress of STEM women faculty?	Number of women eligible for promotion as compared to number of women promoted. Years in rank for women	Track the progress of women faculty	OAE	M& E Coordinator	Yearly

Strategy V: Improve the ability to track & report the gender equity in STEM

Objective 1: To establish STEM databases and tracking systems

Objective 2: To produce an Annual Gender Equity report

Objective 3: To expand WISEST web

Objective 4: To host the annual WISEST Strategic Planning Retreat

Objective 5: To develop a dissemination plan

Research Questions	Measures	Activities	Sources of Data	Person Responsible for data collection	Timeline
Process Evaluation					
1. Have the appropriate data sources, measures and types of data been identified to accomplish all the objectives?	Specific date source indicated	Identify all the internal UIC units that data is needed from Collaborate with UIC – OFA, DRIA and any other units identified to obtain the required data	OFA, DRIA,.	Evaluation team, WISEST Director	2 nd quarter of Year 1
2. Has a data system been put in place to collect the data? Is the data system effective in collecting the data?	Data system and update	Construct a data system and modify it as needed	DRIA, Office of Institutional Research (OIR), WISEST	M & E Coordinator	2 nd quarter of Year 1 and yearly thereafter
3. Has the WISEST web been expanded?	Well-designed WISEST website	Link to all STEM departments; highlight women faculty's accomplishment; publish WISEST activities in OFA calendar; Add all the relevant information on the webpage; Work with the other units to make the changes	WISEST webpage	WISEST Director	2 nd quarter of Year 1
4. Have annual strategic plan retreats been well attended? Has a five year sustainability plan been developed	Annual retreat; 5 –year sustainability plan	Organize the retreat and keep attendance records; develop 5-year sustainability plan	Session outcome Review of the plan	WISEST Director	Yearly

Strategy V: Improve the ability to track & report the gender equity in STEM (continued)

Research Questions	Measures	Activities	Sources of Data	Person Responsible for data collection	Timeline
5. Have plans for the end of project dissemination conference been developed?	End of project dissemination conference plan	Develop the plan	WISEST records	WISEST director	By 4 th year
6. Has there been an increase in the number of web hits on the WISEST website	Number of web hits	Track the web hits	Website hits	M & E Coordinator	4 th quarter of every year
7. Has a Gender Equity Report been produced	Report	Plan the contents, data and analysis for the report		WISEST Director	4 th quarter of every year