

ADVANCE Evaluation Plan 10/1/10

Goal	Activities	Process Evaluation	Outcome Evaluation
1. Increase the number of STEM women in UNL tenure and tenure-track faculty positions	Showcase Visitors	1. Tracking visitors' names in future applicant pools; 2. Post search department and search chair survey; 3. Followup with departmental requestor	1. # of women in the STEM tenure and tenure-track applicant pools at UNL; 2. # of women hired into STEM tenure and tenure-track positions at UNL
	Dual Career Program	1. Tracking Dual Career process and hires made with assistance by ADVANCE-Nebraska; 2. Search chair focus groups; 3. Post search department and search chair survey; 4. New hire interviews	
	Search Support Meetings	Case Studies	
	RECRUIT-NE and PROMOTE-NE Committees	1. Post search department and search chair survey; 2. Event evaluations; 3. Focus group/Interviews with External Evaluator	
2. Increase the retention of women STEM faculty and support their promotion into positions of leadership	Career development	1. Event evaluations; 2. Pre/Post 2009 chair workshop surveys; 3. Climate Survey; 4. Interviews of STEM Deans and Chairs with External Evaluator	1. # of STEM women faculty retained at UNL; 2. # of STEM women promoted in rank at UNL; 3. # of STEM women in leadership positions at UNL
	Communication	1. Climate Survey; 2. New hire interviews	
3. Conduct innovative research on what network structures best support the academic success of women STEM	Map network structures in STEM departments and empirically correlate network structures with faculty productivity and job satisfaction	COACHE/Climate and Networking Surveys	Network Structures and connection to productivity and satisfaction
	Replicate programmatic elements that enhance formal and informal faculty networks	COACHE/Climate and Networking Surveys	