# APPENDIX A: NSF ADVANCE Project
## Process and Implementation Measures

<table>
<thead>
<tr>
<th>Activity</th>
<th>Implementation Indicator</th>
<th>Timeline/ Source</th>
</tr>
</thead>
</table>
| Climate and Culture Survey                         | • Number of faculty responding<br>
• Proportion of faculty responding<br>
• Number of women faculty responding<br>
• Proportion of women faculty responding<br>
• Number of women of color faculty responding<br>
• Proportion of women of color faculty responding | • Climate/Culture Survey                                                                  |
| Distinguished Speakers Series                      | • Number of distinguished speakers brought in<br>
• Number of participants in attendance (total)<br>
• Number of STEM participants in attendance<br>
• Number of women participants in attendance<br>
• Number of women STEM participants in attendance<br>
• Participant satisfaction                         | • Coordinator records<br>
• Participant demographics<br>
• Post training satisfaction                       |
| Training Modules for Administrators                | • Number of topics/modules developed<br>
• Number of modules implemented<br>
• Number of administrators trained<br>
• Participant satisfaction                         | • Trainer records<br>
• Participant demographics<br>
• Post training satisfaction                       |
| Work-Life Effectiveness Task Force                 | • Number of task force members<br>
• Number of task force meetings<br>
• Number of policies reviewed/addressed<br>
• Number of policies adopted/modified               | • Task force records                                                                        |
| Faculty Lunches                                    | • Number of lunches held<br>
• Number of participants in attendance (total)<br>
• Number of STEM participants in attendance<br>
• Number of women participants in attendance<br>
• Number of women STEM participants in attendance<br>
• Participant satisfaction                         | • Coordinator records<br>
• Participant demographics<br>
• Post training satisfaction                       |
| Faculty Career Networking Awards                   | • Number of award applications<br>
• Number of awards provided                         | • Committee records                                                                            |
<table>
<thead>
<tr>
<th>Activity</th>
<th>Implementation Indicator</th>
<th>Timeline/ Source</th>
</tr>
</thead>
</table>
| STRIDE Task Force                | • Number of task force members  
• Number of task force meetings  
• Number of resources developed  
• Number of task force members serving on search committees  
• Number of search committees using task force | • Task force records  
• Search committee records                                                                                                                    |
| Mentoring Program                | • Number of mentors trained  
• Number of women mentors trained  
• Number of mentors assigned  
• Number of women mentors assigned  
• Number of women STEM faculty with formal mentors  
• Proportion of women STEM faculty with formal mentors  
• Participant satisfaction | • Coordinator records  
• Participant demographics  
• Participant satisfaction (mentors and mentorship recipients)                                                                               |
| Professional and Leadership Development Workshops | • Number of workshops held  
• Number of participants in attendance (total)  
• Number of STEM participants in attendance  
• Number of women participants in attendance  
• Number of women STEM participants in attendance  
• Participant satisfaction | • Coordinator records  
• Participant demographics  
• Post training satisfaction                                                                                                                   |
| Executive Coaching               | • Number of coaches  
• Number of participants receiving coaching  
• Number of coaching sessions delivered  
• Participant satisfaction | • Coordinator records  
• Participant demographics  
• Participant satisfaction                                                                                                                   |
| Leadership Development Assessment Center | • Number of assessments provided  
• Participant satisfaction | • Coordinator records  
• Participant demographics  
• Participant satisfaction                                                                                                                   |
| Conference and Awards Ceremony   | • Number of submissions received  
• Number of conference presentations provided  
• Number of participants in attendance (total) | • Coordinator records  
• Participant demographics  
• Participant satisfaction                                                                                                                   |
<table>
<thead>
<tr>
<th>Activity</th>
<th>Implementation Indicator</th>
<th>Timeline/ Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internal Steering Committee</td>
<td>• Number of stakeholders involved</td>
<td>Coordinator records</td>
</tr>
<tr>
<td></td>
<td>• Number of meetings held</td>
<td>Participant demographics</td>
</tr>
<tr>
<td></td>
<td>• Number of stakeholders in attendance at meetings</td>
<td></td>
</tr>
<tr>
<td>External Advisory Board</td>
<td>• Number of stakeholders involved</td>
<td>Coordinator records</td>
</tr>
<tr>
<td></td>
<td>• Number of meetings held</td>
<td>Participant demographics</td>
</tr>
<tr>
<td></td>
<td>• Number of stakeholders in attendance at meetings</td>
<td></td>
</tr>
<tr>
<td>Outcome</td>
<td>Relevant Participants</td>
<td>Measure/Indicator</td>
</tr>
<tr>
<td>------------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Increased psychological capital of women STEM faculty</td>
<td>• Tenured/tenure track women STEM faculty (ADVANCE Scholars)</td>
<td>• Efficacy/confidence • Hope • Optimism • Resiliency</td>
</tr>
<tr>
<td>Improved satisfaction of women STEM faculty</td>
<td>• Tenured/tenure track women STEM faculty (ADVANCE Scholars)</td>
<td>• Satisfaction with Work-Family Balance • Job Satisfaction • Satisfaction with Life • Family Supportive Supervisor Behaviors</td>
</tr>
<tr>
<td>Improved work climate for women STEM faculty</td>
<td>• Tenured/tenure track faculty • Tenured/tenure track women STEM faculty (ADVANCE Scholars)</td>
<td>• Climate/Culture items • Organizational Identity • Professional Identity • Organizational Commitment • Policies /procedures</td>
</tr>
<tr>
<td>Improved recruitment and selection/hiring</td>
<td>• STEM applicant pools</td>
<td>• Policies /procedures</td>
</tr>
</tbody>
</table>

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Proximal Outcomes and Proximal Outcome Measures
<table>
<thead>
<tr>
<th>Procedures</th>
<th>Relevant Participants</th>
<th>Measure/Indicator</th>
<th>Timeline/Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>• New STEM hires</td>
<td>Administrators</td>
<td>• Policies /procedures</td>
<td>• Search committee records</td>
</tr>
<tr>
<td>Improved institutional policies</td>
<td>• N/A</td>
<td>• Work-Life Effectiveness Task Force</td>
<td>• Task force records</td>
</tr>
<tr>
<td>Increased administrative knowledge</td>
<td>• Administrators</td>
<td>• Knowledge</td>
<td>• Training Modules for Administrators</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>• Pre/post knowledge of trained and untrained administrators</td>
</tr>
</tbody>
</table>

**NSF ADVANCE Project**

**Distal Outcomes and Distal Outcome Measures**

<table>
<thead>
<tr>
<th>Outcome</th>
<th>Relevant Participants</th>
<th>Measure/Indicator</th>
<th>Timeline/Source</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased representation of women in STEM</td>
<td>• Tenured/tenure track STEM faculty</td>
<td>• Number of women STEM faculty • Proportion of women STEM faculty</td>
<td>• Annually/Institutional Research Data (Human Resources)</td>
</tr>
<tr>
<td>Increased representation of women of color in STEM</td>
<td>• Tenured/tenure track STEM faculty</td>
<td>• Number of women of color STEM faculty • Proportion of women of color STEM faculty</td>
<td>• Annually/Institutional Research Data (Human Resources)</td>
</tr>
<tr>
<td>Increased advancement of women in STEM</td>
<td>• Tenured/tenure track STEM faculty</td>
<td>• Number of women STEM faculty at rank of assistant, associate, full professor • Number of women STEM faculty in position of chair/director/dean • Proportion of women STEM faculty at rank of assistant, associate, full professor • Proportion of women STEM faculty in position of chair/director/dean • Number of women STEM faculty tenured • Number of women STEM faculty promoted</td>
<td>• Annually/Institutional Research Data (Human Resources)</td>
</tr>
<tr>
<td>Increased advancement of women of color in STEM</td>
<td>• Tenured/tenure track STEM faculty</td>
<td>• Number of women of color STEM faculty at rank of assistant, associate, full professor</td>
<td>• Annually/Institutional Research Data (Human Resources)</td>
</tr>
</tbody>
</table>
| STEM faculty | • Number of women of color STEM faculty in position of chair/director/dean  
• Proportion of women of color STEM faculty at rank of assistant, associate, full professor  
• Proportion of women of color STEM faculty in position of chair/director/dean  
• Number of women of color STEM faculty tenured  
• Number of women of color STEM faculty promoted | Resources) |
| --- | --- | --- |
| Increased retention of women STEM faculty | • Tenured/tenure track STEM faculty  
• Number of women STEM faculty entering and exiting faculty lines  
• Proportion of women STEM faculty entering and exiting faculty lines | • Annually/Institutional Research Data (Human Resources) |
| **Outcome** | **Relevant Participants** | **Measure/Indicator** | **Timeline/Source** |
| Increased retention of women of color STEM faculty | • Tenured/tenure track STEM faculty | • Number of women of color STEM faculty entering and exiting faculty lines  
• Proportion of women of color STEM faculty entering and exiting faculty lines | • Annually/Institutional Research Data (Human Resources) |
| Increased recruitment of women STEM faculty | • STEM faculty applicant pools  
• New STEM faculty hires | • Number of women applicants for STEM faculty openings  
• Proportion of women applicants for STEM faculty openings  
• Number of women candidates interviewed for STEM faculty openings  
• Proportion of women candidates interviewed for STEM faculty openings  
• Number of women candidates hired for STEM faculty openings  
• Proportion of women candidates hired for STEM faculty openings | • Annually/Institutional Research Data (Human Resources) |
| Increased recruitment of women of color STEM faculty | • STEM faculty applicant pools  
• New STEM faculty hires | • Number of women of color applicants for STEM faculty openings  
• Proportion of women of color applicants for STEM faculty openings  
• Number of women of color candidates interviewed for STEM faculty openings  
• Proportion of women of color candidates interviewed for STEM faculty openings  
• Number of women of color candidates hired for STEM faculty openings  
• Proportion of women of color candidates hired for STEM faculty openings | • Annually/Institutional Research Data (Human Resources) |