Implementation Evaluation of the NSF ADVANCE Program

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Program for Evaluation and Equity Research
PRESENTATION ROADMAP

• Introduction to the Problem
• Introduction to the NSF Response: the ADVANCE Program
• Implementation Evaluation
• Evaluation Design
• What to expect: phone calls and visits
The PROBLEM

Observed Gender Differences

Institutional Barriers

– Recruitment and hiring
– Job satisfaction and climate
– Promotion and tenure
– Work-family conflicts
The NSF Response: The ADVANCE Program

Goal: Develop systemic approaches to increase the representation and advancement of women in academic careers in STEM thereby contributing to the development of a more diverse workforce

Strategies: Institutional Transformation Leadership PAID
**Type:**

--Implementation

--Program NOT Project

**Scope:**

--Selected Cohorts

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### ADVANCE Cohorts (as of 2008)

#### Institutional Transformation (IT)*

<table>
<thead>
<tr>
<th>Cohort number</th>
<th>Year</th>
<th>Institutions</th>
<th>Years since award</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2001</td>
<td>9</td>
<td>7</td>
</tr>
<tr>
<td>2</td>
<td>2003</td>
<td>10</td>
<td>5</td>
</tr>
<tr>
<td>3**</td>
<td>2006</td>
<td>9</td>
<td>2</td>
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</tbody>
</table>

#### Leadership

<table>
<thead>
<tr>
<th>Cohort number</th>
<th>Year</th>
<th>Awards (recipients)</th>
<th>Years since award</th>
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<tbody>
<tr>
<td>1</td>
<td>2001</td>
<td>10 (12)</td>
<td>7</td>
</tr>
<tr>
<td>2</td>
<td>2003</td>
<td>11 (14)</td>
<td>5</td>
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<td>3</td>
<td>2006</td>
<td>9 (12)</td>
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#### PAID

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<tbody>
<tr>
<td>1</td>
<td>2006</td>
<td>15 (19)</td>
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</tbody>
</table>

**Notes:** *excludes 3 mini awards. **excluded from the evaluation.
QUESTIONS

Leadership & PAID

● What are the characteristics of awards?
● Which strategies are they employing?
● How do they contribute to the goals of ADVANCE?
QUESTIONS

Institutional Transformation (IT)

● Main components/activities used to achieve project goals?

● Identifiable models emerge from strategies used?

● Approaches used in main models align with theories of institutional change?

● Implementation approach to institutional change
METHODS

• Literature Review

• Project Document Review

• Telephone Interviews

• Case Study Site Visits
LIMITATIONS & STRENGTHS

Limitations:
Not outcomes or impact evaluation

Strengths:
• Understand role of theoretical models
• Map implementation of those models
• Place in context of institutional change literature
• Develop foundation for future outcomes evaluation
YOUR PARTICIPATION

• Telephone Interviews—Fall 2009*

• Case Study Site Visits—Spring 2010*

  Interviews

  Focus Groups

*subject to OMB clearance
THANK YOU

Feel free to contact us:

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