# Welcome to

# *ADVANCE!*

# Data Collection and Reporting:

## The NSF Indicators

# Cooperative Agreement

- "Awardee will maintain a uniform database of quantitative indicators of activity and progress.  NSF will provide general guidelines for the collection of data in order to provide coordination across ADVANCE Institutional Transformation projects and to establish the basis for evaluation of the ADVANCE program."

# NSF Indicators

- The "NSF 12" (Original list)
- ADVANCE Institutional Transformation Indicators Working Group
- Toolkit #1:  January 2005

http://www.nmsu.edu/~advprog/toolkit-ja05-5.pdf

# Toolkit #1

- What is the distribution of S&E faculty by gender, rank, and department?

- What are the outcomes of institutional processes of recruitment and advancement for men and women?

- What is the gender distribution of S&E faculty in leadership positions at the institution?

- What is the allocation of resources for S&E faculty by gender at the institution?

# What is the distribution of S&E faculty by gender, rank, and department?

- Number of men and women tenured and tenure-track faculty by department, rank, and gender

- Number of non-tenured men and women faculty (e.g., instructional, research, clinical, postdoctoral)

# What are the outcomes of institutional processes of recruitment and advancement for men and women?

- Number of faculty who submit tenure packets, and number awarded tenure, by gender and department
- Number of faculty who apply for promotion, and number promoted, by gender, department, and promotion transition
- Number of tenured associate professors by department and gender with years-in-rank
- Number of faculty who leave their departments, excluding those who died or retired, by rank, gender, and department
- Number of faculty hired by rank, gender, and department
- Cohort analyses of tenure and promotion, including to full professor

# What is the gender distribution of S&E faculty in leadership positions at the institution?

- Number of men and women scientists and engineers in leadership positions

# What is the allocation of resources for S&E faculty by gender at the institution?

- Study of salaries of men and women faculty

- Study of space allocation of STEM faculty by gender

- Study of start-up packages of newly hired faculty by gender

# Issues to consider for YOUR campus

- Who will do this work?  Evaluators?  IR Office?  Program Coordinator?  PIs?

- Numbers—headcounts vs. FTE

- Departments—which to include?  How to aggregate?  Include social sciences? Include clinical departments?

- Years of data collection—collect a baseline of three years PRIOR to your begin date

# Issues to consider for YOUR campus

- Faculty—tenured/tenure-track vs. off-track
- Where to get the data?  Institutional Research office; School/college deans' offices; Departments; Other sources (Institution's website!)
- Annual vs. periodic reporting
- Leadership positions to include
- Design and timing of the cohort study and resource studies

# Why Are We Doing This?

- We care about what we measure
- Useful for transformation efforts within your institution
- Evaluation of ADVANCE: IT as a whole

But……

# Toolkit #2

- How to analyze/use the NSF indicators and other data
  - Suggestions for presenting data to administrators
- Other indicators of gender equity
  - Changes in policy
  - Attitude/Climate changes
- Use of evaluation in the institutional change process

# Getting Help: technical support may be available by contacting members of the working group

- Lisa M. Frehill*
- Elena Batista
- Sheila Edwards Lange
- Susan Gonzalez-Baker
- Cecily Jeser-Cannavale
- Priscilla Kehoe

- Janet Malley
- Ellen Meader
- Jennifer Sheridan
- Abby Stewart
- Kim Sullivan
- Helena Sviglin

\* *Frehill received supplemental ADVANCE: IT funds (#0123682) for the toolkit effort. Limited funds are available to support a visit to your campus as a technical support trip. Contact her at lfrehill@nmsu.edu for information.*

# WISELI

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