Methodological Challenges in Measuring Institutional Transformation, Part II

The Limits of Quantitative Indicators
Documenting Institutional Transformation: Beyond the “NSF 12”

- Qualitative Data Collection and Analysis
  - Program Evaluation (formative and summative)
  - Policy Analysis
  - Climate Surveys
Program evaluation an important component of ADVANCE work—must be able to document what works

- Multiple levels of evaluation
- Multiple methods of data collection
  - Interviews, observations, surveys, textual analysis, etc.
National Workshops or events

Initiatives/Programs/Policies

Institutional/Local
Policy Analysis

- New policy
- Analysis of current policies
- Changes/additions to existing policy
Climate Surveys

- Data regarding attitudes and perceptions
- Important for assessing more qualitative concepts such as:
  - Departmental climate
  - Job satisfaction
  - Isolation
  - Work/life balance
- Become an intervention in themselves
Climate Surveys

- Useful for:
  - Information/snapshot of faculty
  - Determining campus needs, program directions
  - Providing baseline data
  - Evaluating effects of interventions
  - Measures of accountability
Climate Surveys

Issues to consider

- Cost of surveys
- Response rates
- Oversurveying faculty
- Confidentiality vs. anonymity
- Use of data
- Comparability of data across sites
Sustainability

- We care about what we measure!
  - “NSF 12”
  - Climate
  - Policies
  - Program Effectiveness

- Efforts to sustain ADVANCE must include efforts to sustain measurement of gender equity, both quantitative and qualitative!