

# Methodological Challenges in Measuring Institutional Transformation, Part II

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The Limits of Quantitative Indicators



# Documenting Institutional Transformation: Beyond the “NSF 12”

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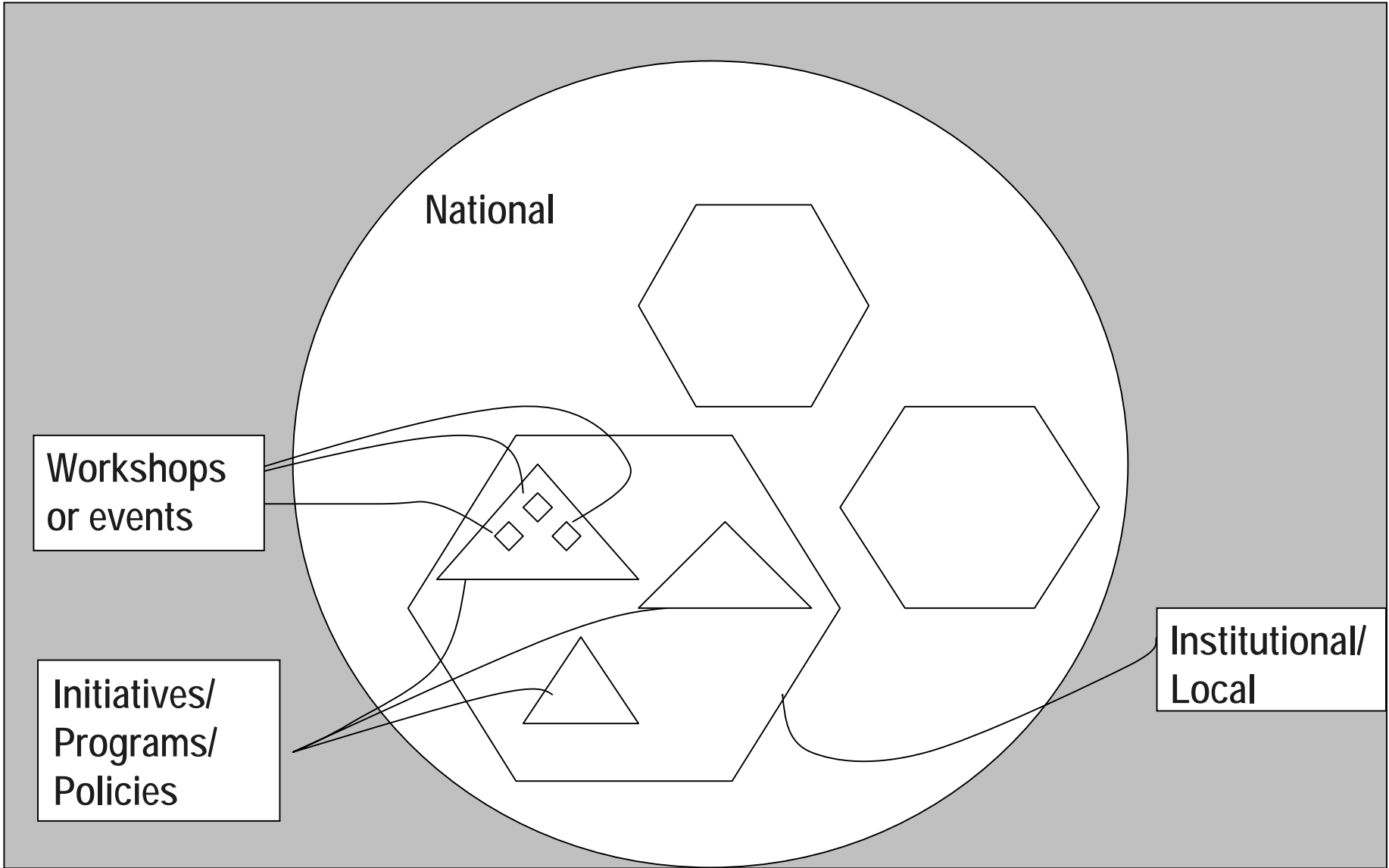
- Qualitative Data Collection and Analysis
  - Program Evaluation (formative and summative)
  - Policy Analysis
  - Climate Surveys



## Evaluation Data

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- 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

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- 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

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



# Climate Surveys

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- 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!