Using Evaluation Data to Affect Institutional Change

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Three Things I Have Learned

- Use multiple data sources whenever possible
- In many cases, less is more
- Let your evaluation data serve multiple purposes
Baseline and Post-grant Data

**Climate Survey**
- All faculty
- Large N
- Statistical analyses
- Provides breadth of experiences
- Lots of questions about many areas

**Faculty Interviews**
- Sample of women faculty
- Small N
- Qualitative data analyses
- Provides depth of experiences
- Few questions about similar areas
Multiple Data Sources

- A variety of sources speak to different people
- Data complement each other
- They can be used to provide a deeper, richer story
Life-Cycle Research Grant Evaluation

- LCRG given at critical juncture in a faculty member’s career
- Interviews with 4 grantees and a few others to evaluate initial program
- Email follow-up to identify presentations, publications, grants applied for and received due to grant
- Evaluation report submitted to Provost, Graduate School and Vilas Foundation who have provided funding close to $700,000 to continue the initiative
### LCRG Awardee Productivity

<table>
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<th>Grant Awardee</th>
<th>Number of Publications</th>
<th>Number of Presentations</th>
<th>Number of Grant Proposals</th>
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Less is More

- Use both qualitative and quantitative data
- Be thorough, rigorous
- Sometimes a small, compelling study can lead to major outcomes
Department Climate Surveys

- Used as a key component in Climate Workshops for Department Chairs
- Short survey, both closed and open-ended questions of faculty, staff and students
- Chair provided results of the survey
- In 1-2 years, re-survey the department
Let Evaluation Data Serve Multiple Purposes

- Survey results describe the climate and identify the changes that can be made by Chair *(formative)*
- Correlate data from baseline surveys with workshop participation *(impact & outcomes)*
- Re-survey the department to indicate effectiveness of the workshop *(intervention effectiveness)*
- Use results of the 26 departments for evaluation purposes *(summative)*
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Q & A