



W I S E L I

*Women in Science & Engineering Leadership Institute*  
*University of Wisconsin-Madison*



# Using Evaluation Data to Affect Institutional Change

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# Three Things I Have Learned

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- 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

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- 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

<b>Grant Awardee</b>	<b>Number of Publications</b>	<b>Number of Presentations</b>	<b>Number of Grant Proposals</b>	<b>Amount Requested in Grant Proposals</b>	
1	4	2	1	\$1,024,645	
2	7	0	2	\$3,589,998	
3	1	2	2	\$289,083	
4	1	3	3	\$1,225,000	
<b>TOTALS</b>	<b>13</b>	<b>7</b>	<b>8</b>	<b>\$6,128,726</b>	



# Less is More

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



# Department Climate Surveys

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- 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*)

# Using Evaluation Data to Affect Institutional Change

Q & A