Program Evaluation

3 Ways to Make a Difference

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“Program evaluation is the use of social research methods to **systematically investigate** the **effectiveness** of social intervention programs in ways that are adapted to their political and organizational environments and are designed to **inform** social action to **improve** social conditions.”

Peter H. Rossi, 
*Evaluation: A Systematic Approach, p. 16*
1. INSIGHT
2. IMPROVEMENT
3. RESULTS
1. INSIGHT
1. INSIGHT
Perspective

Yours
Stakeholders
1. INSIGHT
Your perspective
1. INSIGHT
Stakeholder perspectives
1. INSIGHT

If you don’t know where you’re going, any road will get you there.
1. INSIGHT
Theory of Change
Change in university culture that limits participation and advancement of women in STEM

**Intermediate Goals**

**Increased ability to change social patterns of bias in students**

- Raise awareness and understanding of implicit bias
  - Study equalizing workloads
  - Institutional attention to shared governance
  - Increased value of service to promotion

**Reduction in occurrences of implicit bias**

- Fostering Organizational Change
  - Increase knowledge of how to intervene in cases of bias
  - Change structure and incentives for service activities

**Transformed culture around service demands and rewards at the institutional level**

- Connect faculty to helpful campus resources
  - Strengthen leadership skills
  - Initiate community building
  - Increase universe of potential collaborators for faculty
  - Introduce faculty to others with similar personal interests

**Increased networking across departments and colleges**

- Faculty are more connected within the community
  - Faculty has positive view of faculty partner hires
  - New hires integrate through partner support
  - Faculty has increased opportunity for quality dependent care

**Improved work/life integration**

- Universally understood transparent and consistently implemented partner hiring protocol
  - Faculty has positive view of faculty partner hires
  - New hires integrate through partner support
  - Faculty has increased opportunity for quality dependent care

**Intermediate Outcomes**

- Reduced frustration of finding quality child and elder care for faculty
  - Faculty has increased opportunity for quality dependent care
  - Faculty has increased consistent views of parental leave policies

**Activities**

- New student orientation modules
- Sociometric Badge Research Project
- Workshop series
- Bystander intervention training
- Change structure and incentives for service activities
- Summer Programs
  - 2nd & 3rd year faculty leadership training
  - Associate & full professor leadership training
- Informal meetings with female faculty for new recruits
- Identification of potential research collaborators
- Connect faculty with appropriate community resources
- Address attitudes towards policies regarding partner hires
- Provide information about partner hires during interview process
- Explore options for quality child and elder care
- Discuss work/life integration with faculty
- Publicize policies on parental leave
- Address attitudes towards parental leave policies

**Initiatives**

- Advocates
- Service Taskforce
- UT Bridge
- UT Explore
- Recruitment Teams
- Collaborations
- Community Connections
- Dual Placement Services
- WINS Taskforce

**Challenges**

- Implicit Bias
- Personal/Professional Isolation
- Work/Life Integration
Change in university culture that limits participation and advancement of women in STEM

**Intermediate Goals**

**Long-term Goal**

**Decrease in implicit bias**
- Increased ability to change social patterns of bias in students
- Reduction in occurrences of implicit bias
- Transformed culture around service demands and rewards at the institutional level
- Increased networking across departments and colleges
- Faculty are more connected within the community

**Decrease in personal/professional isolation**
- Universally understood transparent and consistently implemented partner hiring protocol
- Reduced frustration of finding quality child and elder care for faculty
- New hires integrate through partner support
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**Improved work/life integration**
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**Intermediate Outcomes**

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- Reduction in occurrences of implicit bias
- Transformed culture around service demands and rewards at the institutional level
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**Foster Organizational Change**
- Institutional attention to shared governance
- Increased value of service to promotion
- Connect faculty to helpful campus resources
- Strengthen leadership skills
- Initiate community building
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- Introduce faculty to others with similar personal interests
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- Work/Life Integration
1. INSIGHT

Be aware of perspective

Know your program map

Understand how and why deviations occur
2. IMPROVEMENT
2. IMPROVEMENT
Evaluation Use

Instrumental
Conceptual
Process
68% program managers do not use evaluation results
2. IMPROVEMENT

Instrumental Use
2. IMPROVEMENT
Instrumental Use
2. IMPROVEMENT
Conceptual Use
2. IMPROVEMENT
Process Use
2. IMPROVEMENT

Instrumental

Conceptual

Process
3. RESULTS
3. RESULTS

Network Analysis

- Basic components
- Graphical representation
- Basic measures
- Network statistics
3. RESULTS
Basic Components

Actor (node)

Attribute

Relation (edge)
3. RESULTS
Graphical Representation

Collaboration Network
3. RESULTS

Graphical Representation

Collaboration Network
3. RESULTS
Graphical Representation

Research Areas

Method from Rafols, Porter and Leydesdorff (2009)
3. RESULTS

Basic Measures

Density
Proportion of potential connections in a network that are actually connections

Dyad
Smallest possible connection—two actors with a relation

Degree
Total number of connections an actor has in a network
3. RESULTS

Network statistics

Patterns of change in collaboration networks

Density: # of ties in network expressed as a proportion of the maximum possible ties
3. RESULTS

Network statistics

Patterns of change in collaboration networks
3. RESULTS
Network statistics
Patterns of change in collaboration networks

![Graph showing patterns of change in collaboration networks for external and internal networks across different time points (Pre, M1, M2, M3, M4, Post). The graph includes categories for gender, status, discipline, and country.](image-url)
3. RESULTS

Social Network Analysis

Graphical representation of collaboration

Network measures: patterns of change
1. INSIGHT

2. IMPROVEMENT

3. RESULTS
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