



# 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





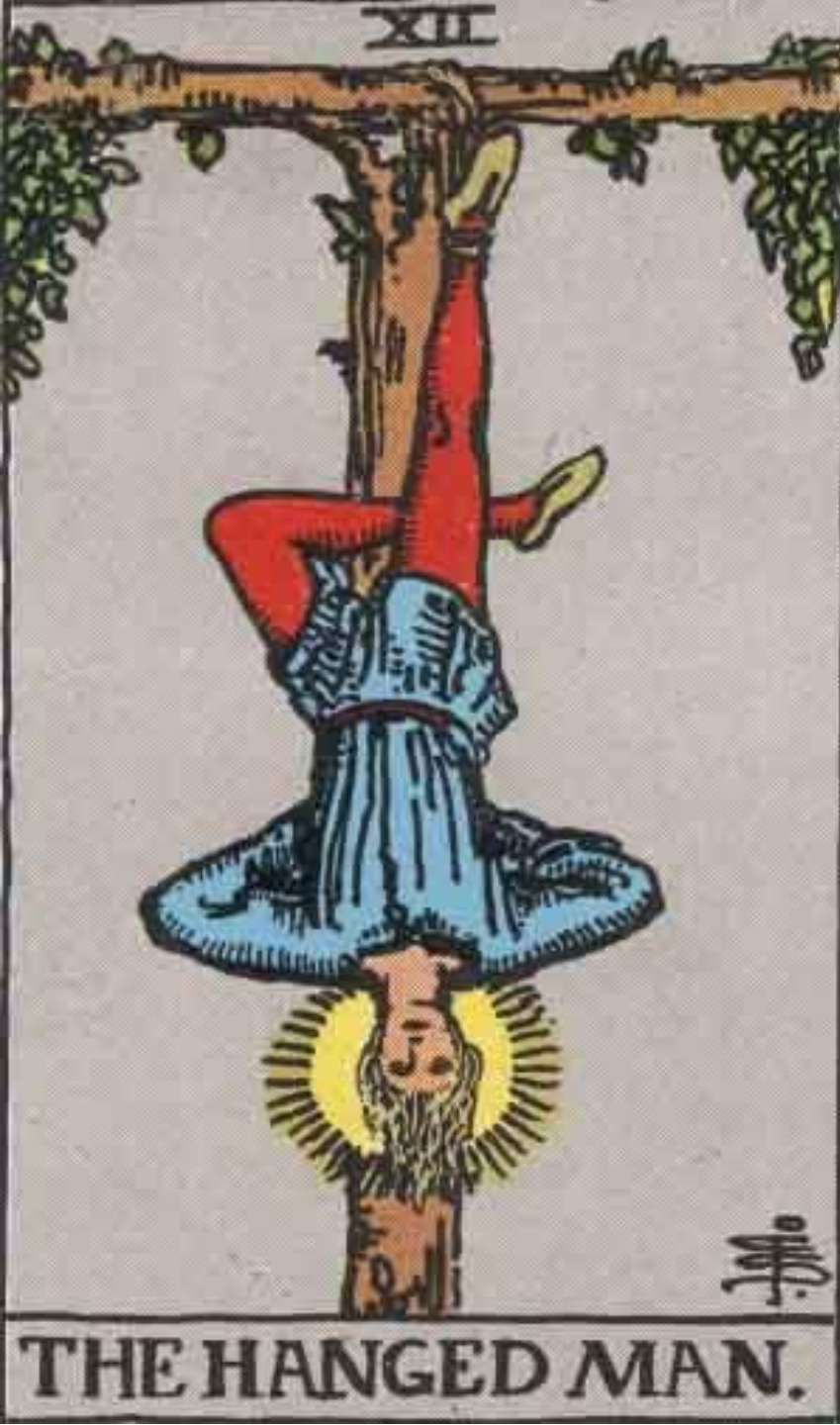
A low-angle photograph of a forest looking up at tall trees. The image shows numerous tree trunks of varying heights and thicknesses, all pointing upwards towards a bright, sunlit canopy. The perspective creates a sense of height and scale. The lighting is dappled, with sunlight filtering through the leaves, creating a mix of bright and dark areas. The overall color palette is dominated by the browns of the tree bark and the greens of the foliage.

# 1.INSIGHT Perspective

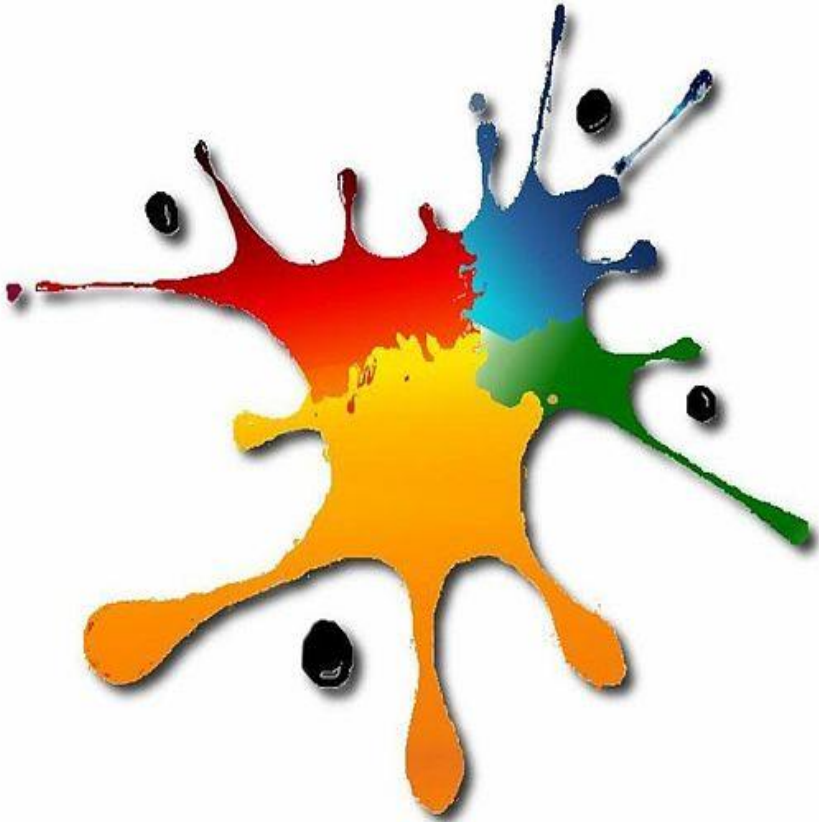
Yours

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

Long term goal



Intermediate goals



Long-term outcomes



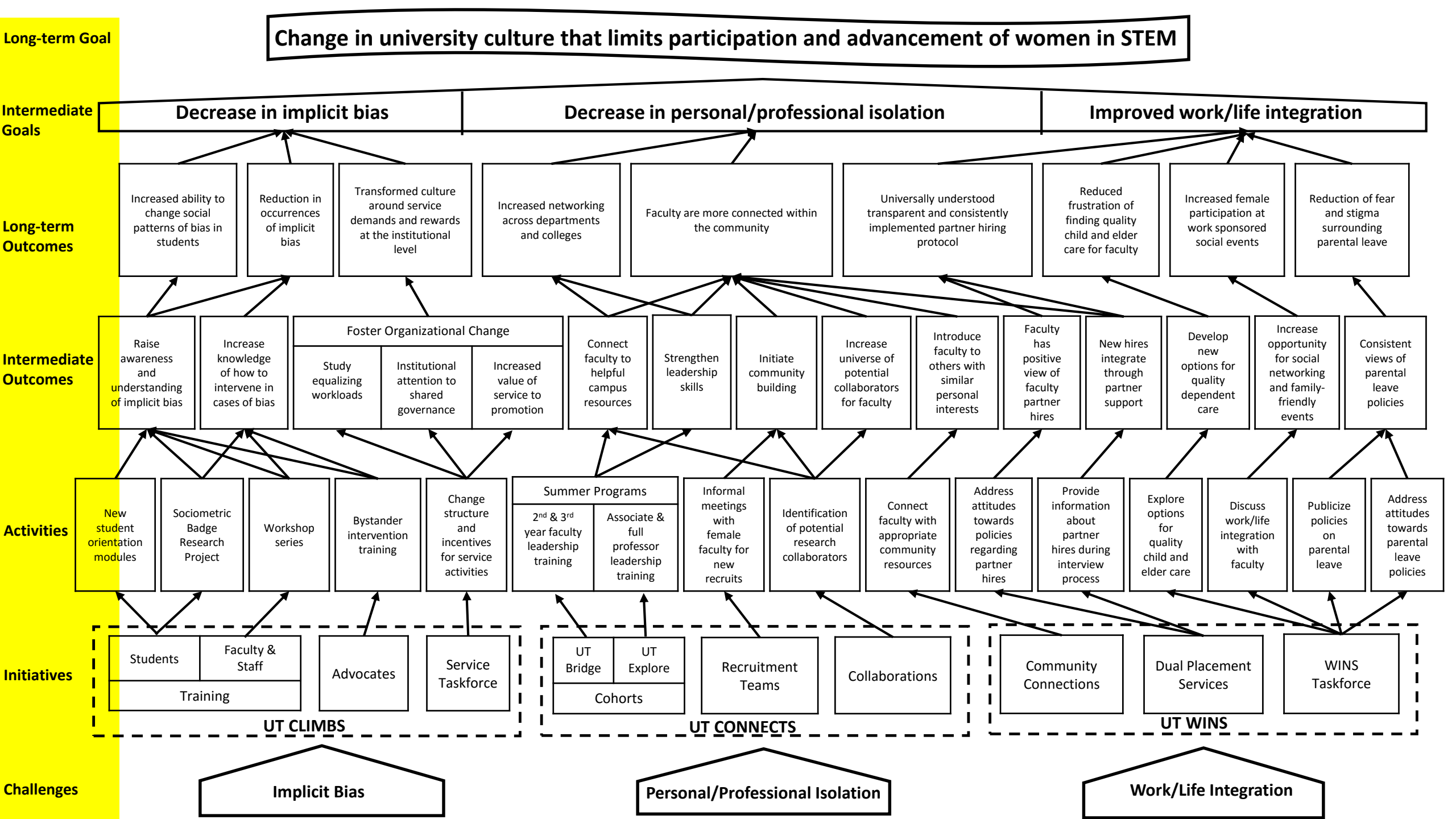
Activities



Initiatives



Challenges





Long-term Goal

Change in university culture that limits participation and advancement of women in STEM

Intermediate Goals

Decrease in implicit bias

Decrease in personal/professional isolation

Improved work/life integration

Long-term Outcomes

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

Universally understood transparent and consistently implemented partner hiring protocol

Reduced frustration of finding quality child and elder care for faculty

Increased female participation at work sponsored social events

Reduction of fear and stigma surrounding parental leave

Intermediate Outcomes

Raise awareness and understanding of implicit bias

Increase knowledge of how to intervene in cases of bias

Foster Organizational Change

Study equalizing workloads

Institutional attention to shared governance

Increased value of service to promotion

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

Faculty has positive view of faculty partner hires

New hires integrate through partner support

Develop new options for quality dependent care

Increase opportunity for social networking and family-friendly events

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

2<sup>nd</sup> & 3<sup>rd</sup> 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

Students

Faculty & Staff

Training

Advocates

Service Taskforce

UT Bridge

UT Explore

Cohorts

Recruitment Teams

Collaborations

Community Connections

Dual Placement Services

WINS Taskforce

UT CLIMBS

UT CONNECTS

UT WINS

Challenges

Implicit Bias

Personal/Professional Isolation

Work/Life Integration



Be aware of perspective

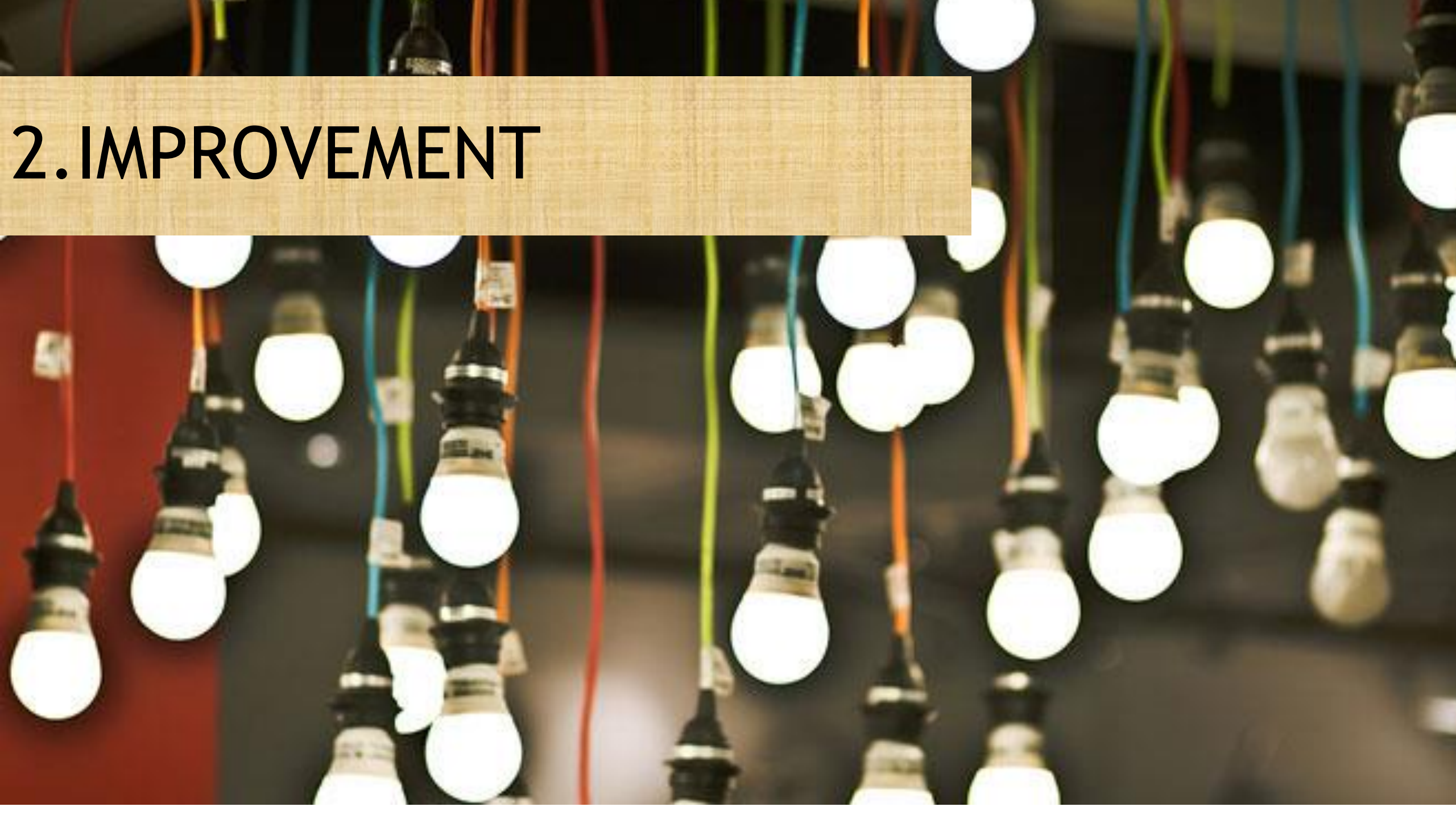
Know your program map

Understand how and why  
deviations occur

## 1.INSIGHT



## 2.IMPROVEMENT



A decorative graphic featuring several interlocking gears. One gear on the left is green, while the others are black. The gears are arranged in a cluster, with some partially visible at the edges of the frame.

## 2.IMPROVEMENT Evaluation Use

Instrumental

Conceptual

Process



68%

*program  
managers  
do not use  
evaluation  
results*





## 2. IMPROVEMENT Instrumental Use



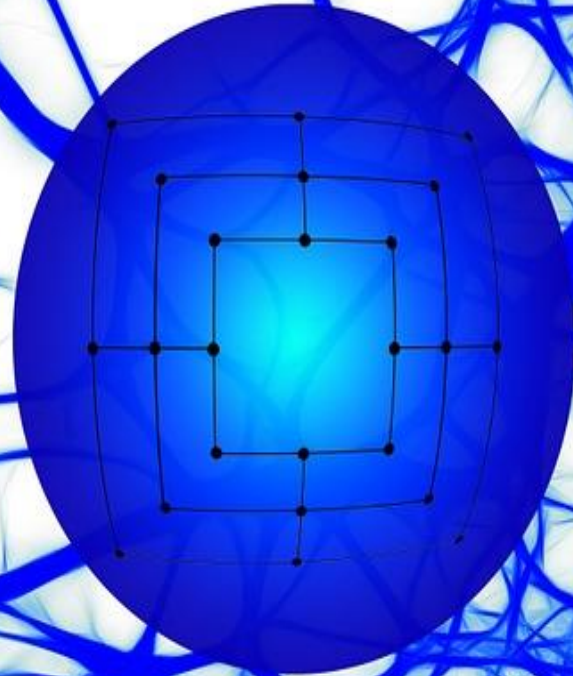


## 2. IMPROVEMENT Instrumental Use



## 2. IMPROVEMENT Conceptual Use





## 2.IMPROVEMENT Process Use

## 2.IMPROVEMENT

Instrumental

Conceptual

Process



### 3.RESULTS



**LOW  
TECH**









gardeníng

Program  
evaluation

mom



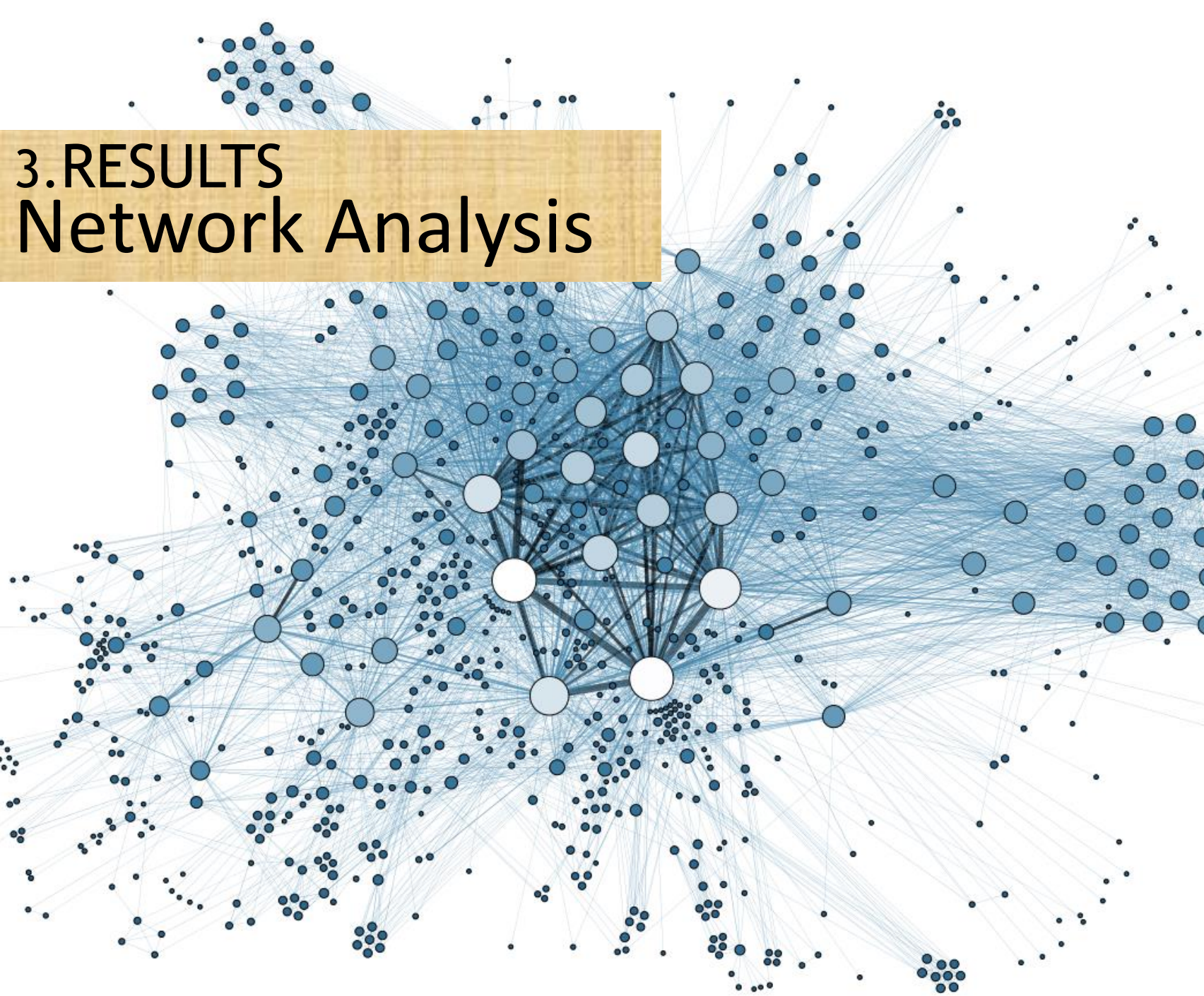
híkíng

campíng

statístícs

### 3.RESULTS

# Network Analysis



Basic components

Graphical  
representation

Basic measures

Network statistics



### 3.RESULTS

## Basic Components

Actor (node)

Attribute

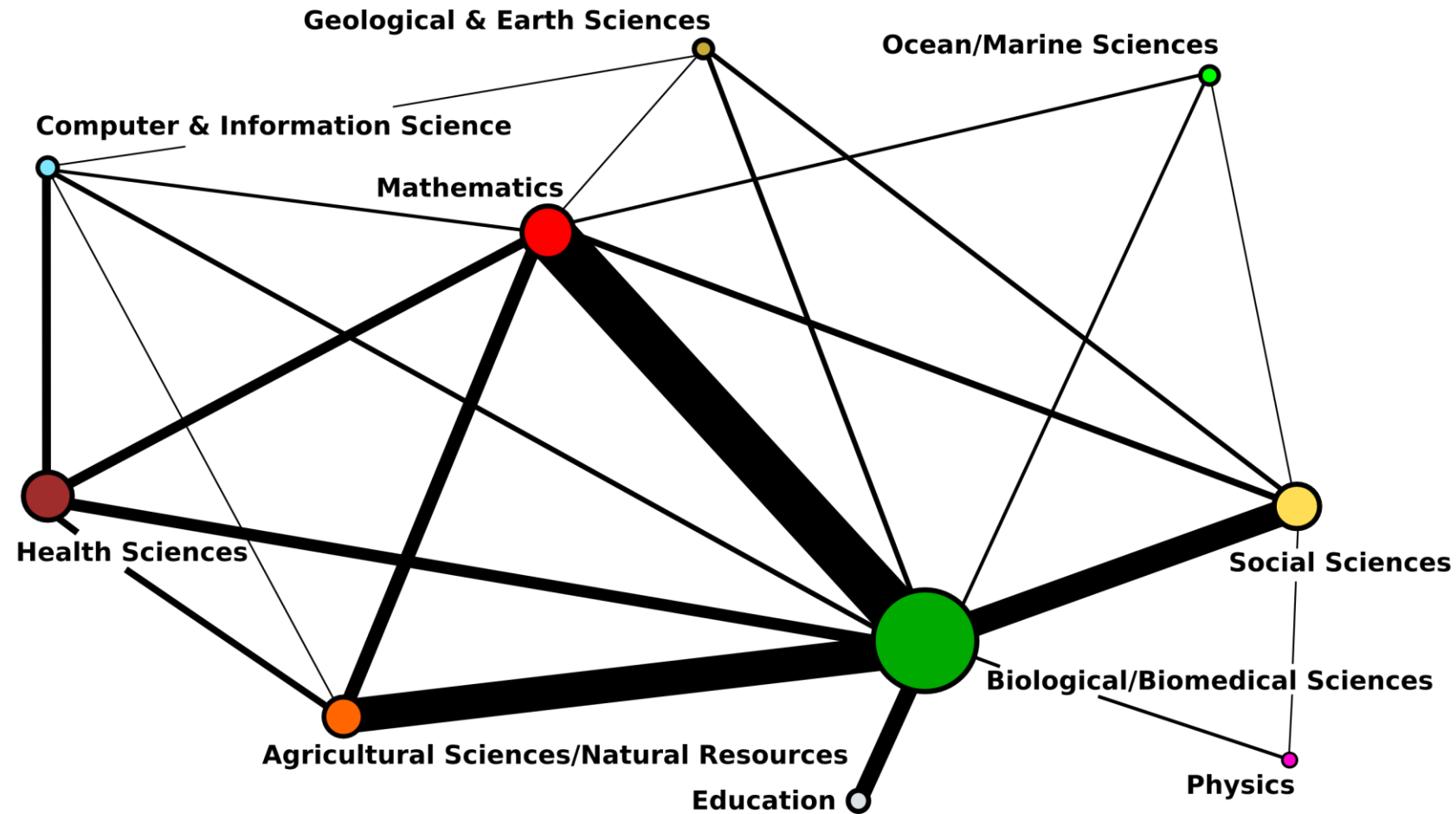
Relation (edge)



### 3.RESULTS

## Graphical Representation

# Collaboration Network

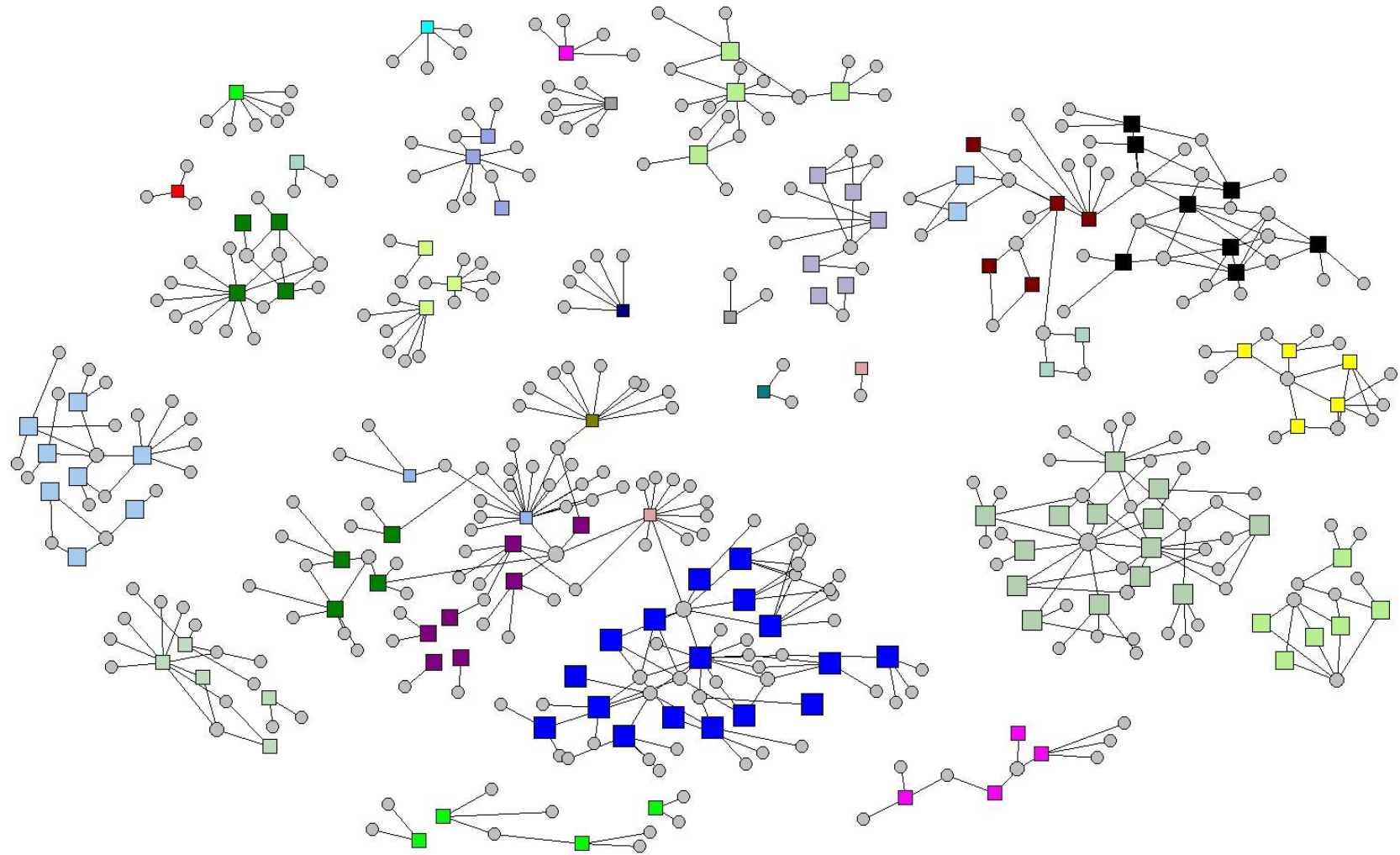




### 3.RESULTS

## Graphical Representation

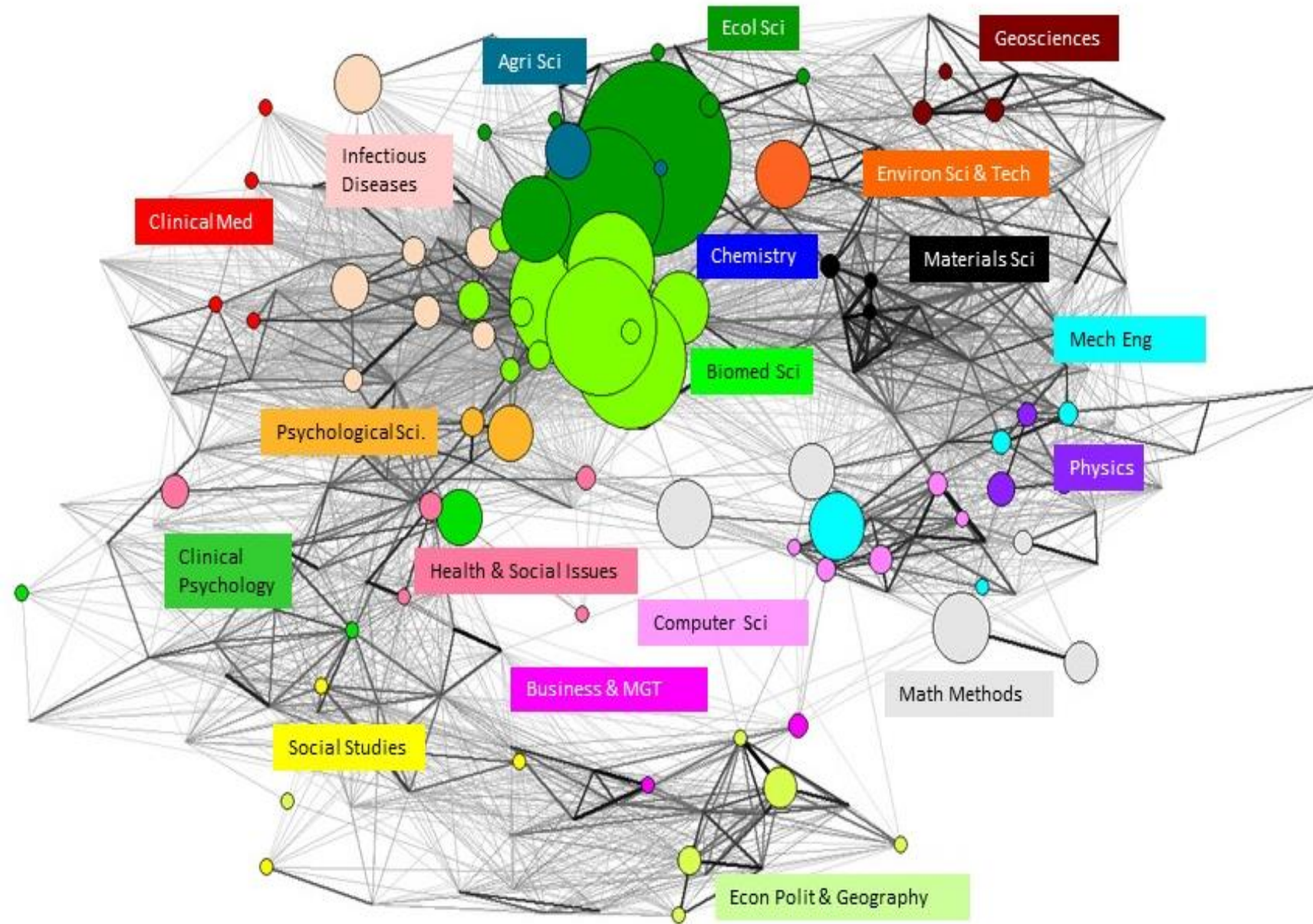
# Collaboration Network



### 3.RESULTS

## Graphical Representation

# Research Areas





### 3.RESULTS

#### Basic Measures

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

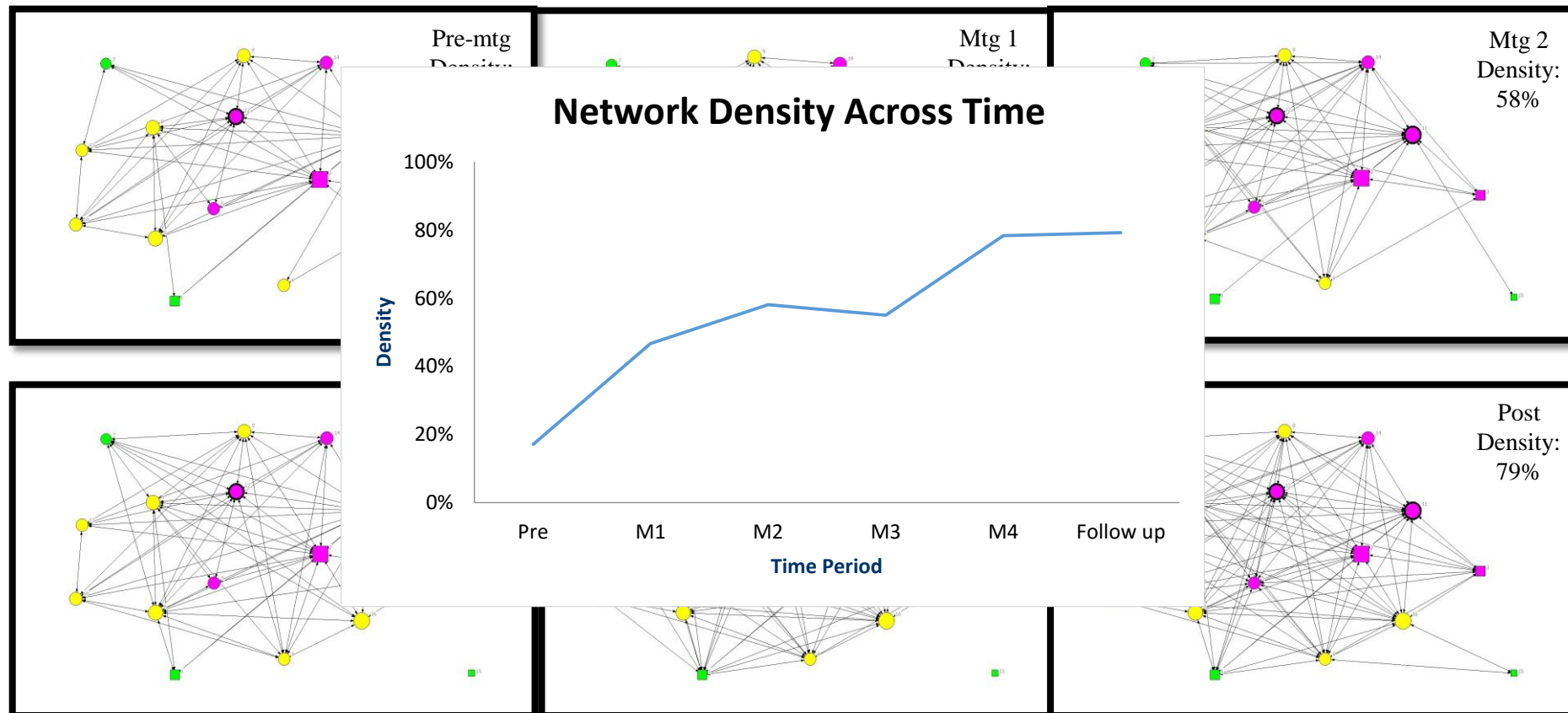
**Dyad**      Smallest possible connection—two actors with a relation

**Degree**      Total number of connections an actor has in a network

### 3.RESULTS

## Network statistics

# Patterns of change in collaboration networks



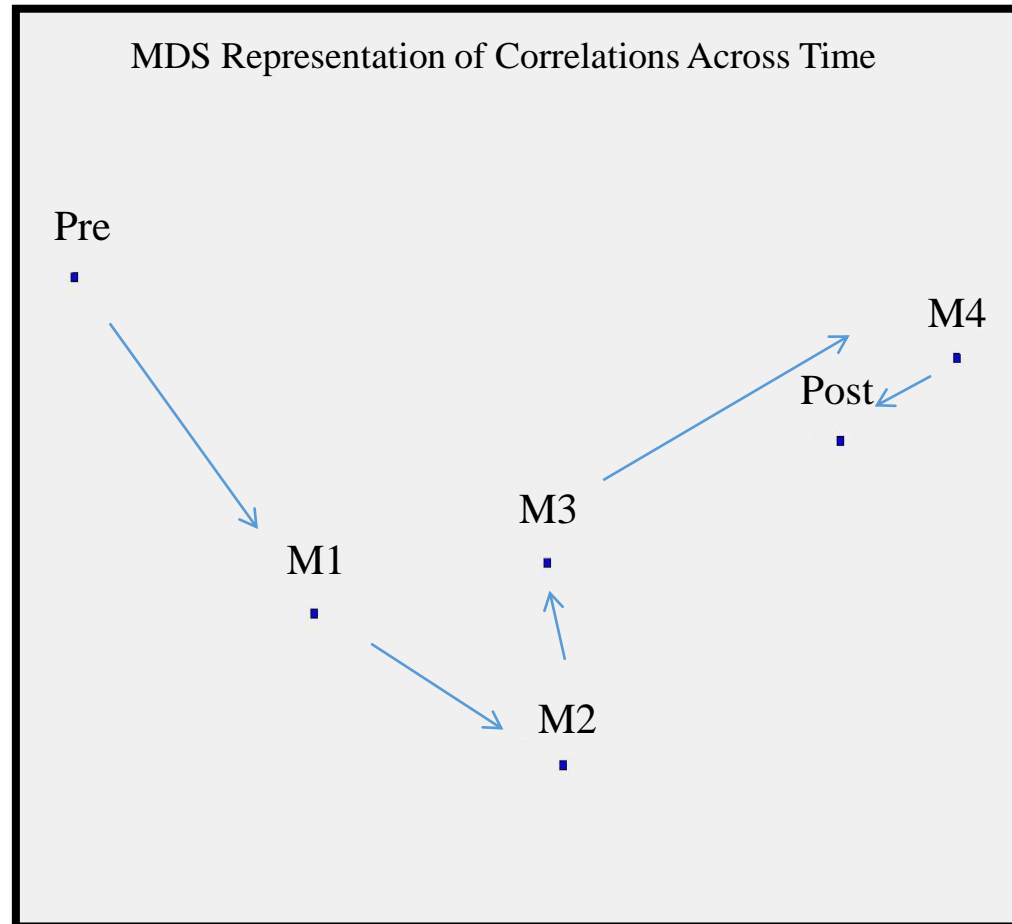
Density: # of ties in network expressed as a proportion of the maximum possible ties



### 3.RESULTS

#### Network statistics

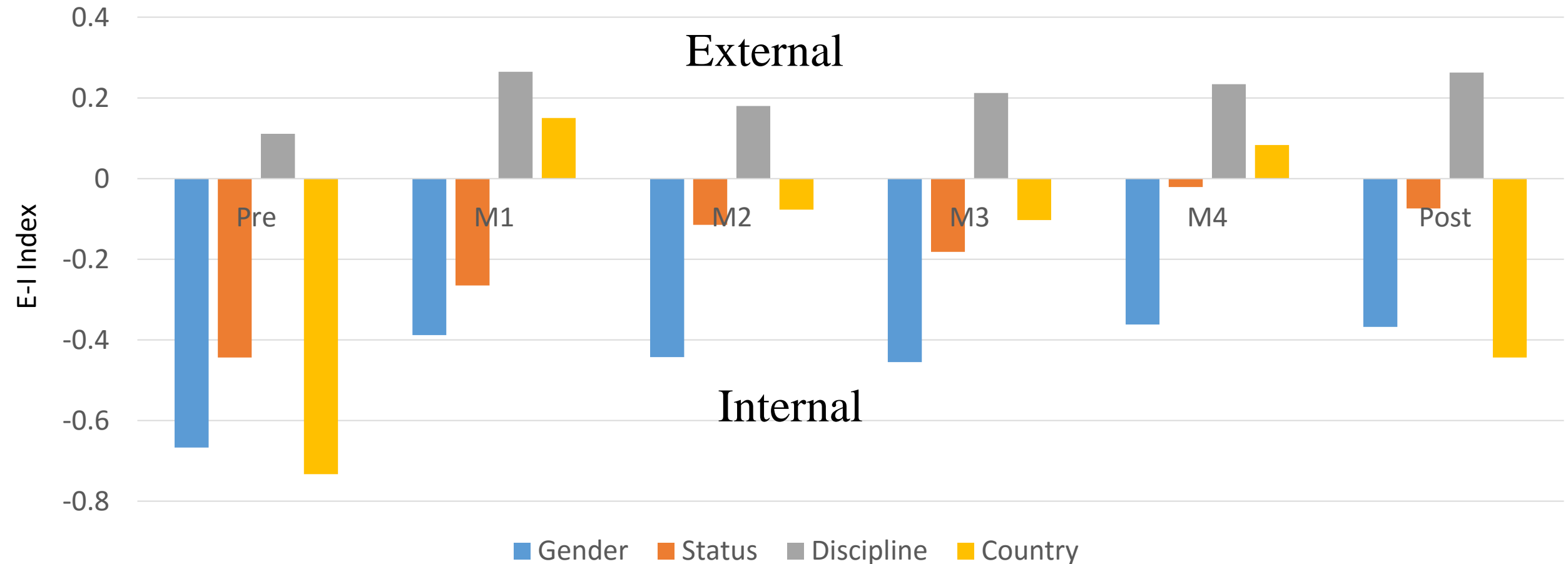
## Patterns of change in collaboration networks



### 3.RESULTS

#### Network statistics

# Patterns of change in collaboration networks





# Social Network Analysis

Graphical representation of  
collaboration

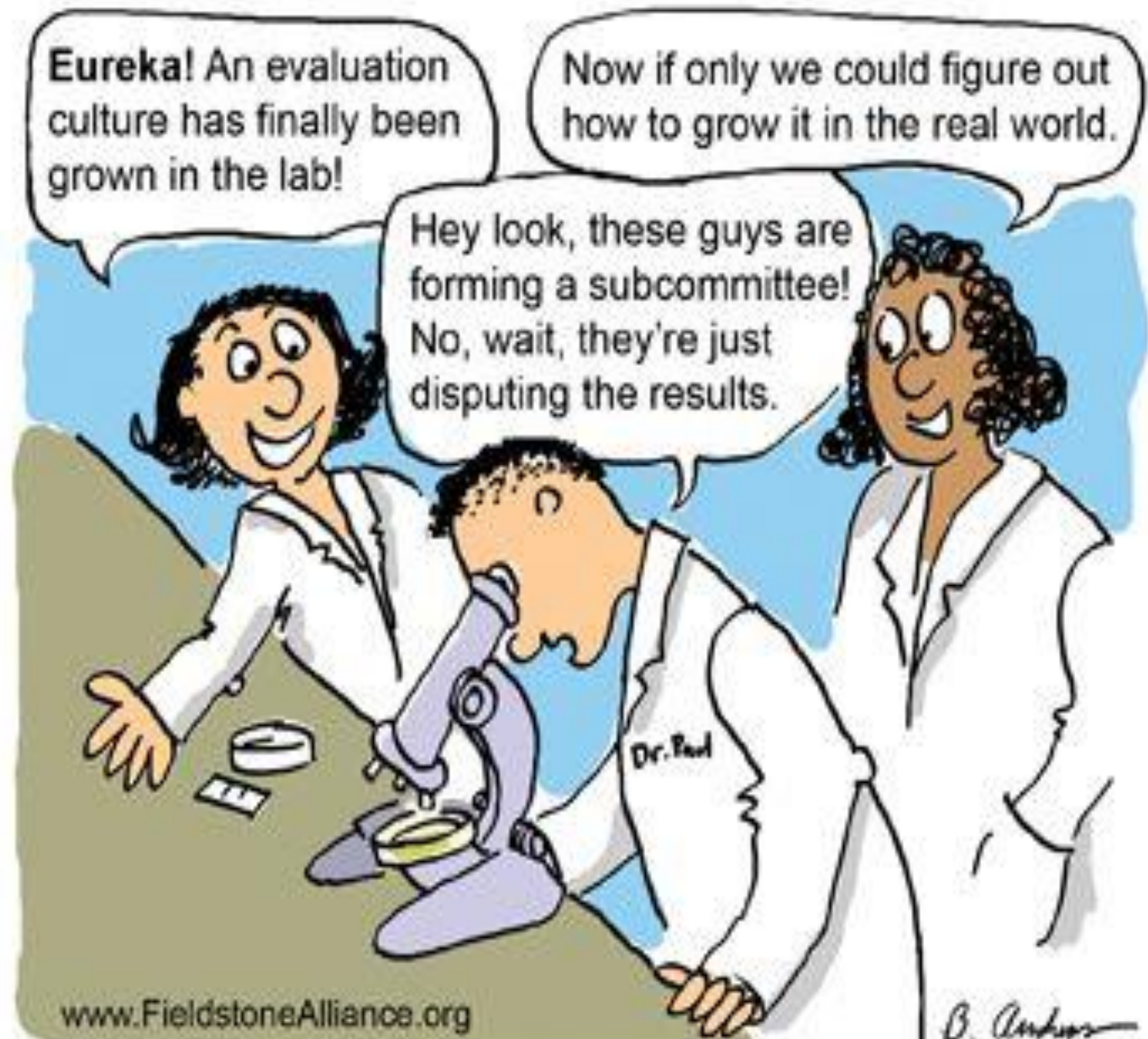
Network measures: patterns of  
change

## 3. RESULTS

1.INSIGHT

2.IMPROVEMENT

3.RESULTS





The background of the slide is a light-colored wooden surface. In the top and bottom edges, there are puzzle pieces. The top edge shows a blue puzzle piece with a white outline of a person. The bottom edge shows several puzzle pieces, including a blue one with a white outline of a person and a brown one with a white outline of a person.

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