

Appendix B

IT Survey and Glossary

Institutional Transformation (IT) Survey

Purpose of Survey

This survey will collect information on ADVANCE IT program activities and outcomes for the 19 cohorts 1 and 2 grantees. Responses will be facilitated via interactive WebEx videoconference. We appreciate the time you are taking to respond. Before we get started, please tell us who will be participating today and any others who were consulted in preparation for this discussion. We will ask you for each person's name, university/college position, IT project role, and when each became involved in the project. We would like to reiterate that reported evaluation results will include no individual identifying information and efforts will be made to conceal the institutional affiliations associated with all comments. Please begin with the individual who should serve as our primary contact should we have questions later, including contact information.

Name	Position	Role in IT project	Held since when?	Notes
1. *				
2.				
3.				
4.				

*Phone: _____ Email: _____

So that we may be of the greatest possible assistance, we would also like to confirm who will be completing the quantitative indicator data form. Again, please begin with the individual who should serve as our primary contact.

Name	Position	Role in IT project	Held since when?	Notes
1. *				
2.				
3.				
4.				

*Phone: _____ Email: _____

Please confirm the start and end dates of the ADVANCE IT project grant period at your institution.

Start date of IT grant: (prefill start date) _____

End date of IT grant, including no-cost extensions: (prefill end date) _____

Thank you.

Westat Internal Use

IT institution: _____ Date of survey: _____
 Primary IT contact: _____ Completed by Westat staff: _____

The survey has three sections. In Section A, we will ask general questions about the overall context of your institution before, during, and in some cases after the ADVANCE IT grant period. For Section B, we will inquire as to the nature, range, and degree of implementation of activities undertaken as part of your IT project. Finally, in Section C, we will ask about changes related to STEM faculty gender equity at your institution by the end of the IT grant period and subsequently.

Let's get started.

Pursuant to 5 CFR 1320.5(b), an agency may not conduct or sponsor, and a person is not required to respond to an information collection unless it displays a valid OMB control number. The OMB control number for this collection is 3145-0000. Public reporting burden for this collection of information is estimated to average 1.5 hours per response, including the time for reviewing instructions. Send comments regarding this burden estimate and any other aspect of this collection of information, including suggestions for reducing this burden, to: Suzanne Plimpton, Reports Clearance Officer, Information Dissemination Branch, Division of Administrative Services, National Science Foundation, Arlington, VA 22230.

Westat Internal Use

IT institution: _____ Date of survey: _____
Primary IT contact: _____ Completed by Westat staff: _____

Section A. Institutional Context and Culture

A1. Please indicate the extent to which your institution was engaged in each of the following types of **efforts targeted at equity or diversity** for faculty and for postdoctoral fellows and/or doctoral students during the time period from 1995 until 2000, prior to your IT grant award. Please also indicate whether or not these efforts were focused on STEM fields.

	Efforts targeted at equity/diversity for...	Minimally engaged	Moderately engaged	Considerably engaged	For STEM	
					Yes	No
Faculty	Women	1	2	3	1	2
	Racial/ethnic minorities.....	1	2	3	1	2
	Persons with disabilities.....	1	2	3	1	2
	Other (<i>specify</i>) _____	1	2	3	1	2
Post-doctoral Fellows/ Doctoral Students	Women.....	1	2	3	1	2
	Racial/ethnic minorities.....	1	2	3	1	2
	Persons with disabilities.....	1	2	3	1	2
	Other (<i>specify</i>) _____	1	2	3	1	2

A2. During the period of your ADVANCE grant, did your institution undertake **other gender equity-focused initiatives for faculty** closely associated with the goals of ADVANCE?

Yes..... 1
 No..... 2 **(GO TO QA4)**

A3. Which of the following groups of women faculty were targeted?

	Yes	No
All women faculty.....	1	2
Women STEM faculty.....	1	2
Women minority faculty.....	1	2
Women faculty with disabilities.....	1	2

A4. During the period of your ADVANCE grant, did your institution undertake other **gender equity-focused initiatives for postdoctoral fellows (postdocs) or doctoral students** closely associated with the goals of ADVANCE?

Yes..... 1
 No..... 2 **(GO TO QA6)**

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IT institution: _____	Date of survey: _____
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A5. Which of the following groups of women postdocs and/or doctoral students were targeted?

	Yes	No
All women postdocs.....	1	2
All women doctoral students.....	1	2
Women STEM postdocs.....	1	2
Women STEM doctoral students.....	1	2
Women minority postdocs.....	1	2
Women minority doctoral students.....	1	2
Women postdocs with disabilities	1	2
Women doctoral students with disabilities.....	1	2

A6. Please rate the **accessibility of institutional data on STEM faculty** at your institution (such as that requested in the ADVANCE IT indicators toolkit). Consider four time periods: during IT proposal development, at the start of the IT grant period, in the final year of the IT grant period, and during the most recent academic year.

Accessibility of institutional data on STEM faculty	Few or no data elements accessible	Some data elements accessible	Most or all data elements accessible
During IT proposal development	1	2	3
At start of IT grant period.....	1	2	3
In final year of IT grant period.....	1	2	3
During the most recent academic year.....	1	2	3

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A7. Please rate the degree to which your **institution’s leaders’ actions** affected ADVANCE and other gender equity-focused activities. Consider four time periods: during IT proposal development, at the start of the IT grant period, in the final year of the IT grant period, and during the most recent academic year.

	Leaders’ actions	Impeded considerably	Impeded somewhat	Neither impeded nor facilitated	Facilitated somewhat	Facilitated considerably
Institutional administrators and leaders	During IT proposal development.....	1	2	3	4	5
	At start of IT grant period.....	1	2	3	4	5
	In final year of IT grant period.....	1	2	3	4	5
	During the most recent academic year.....	1	2	3	4	5
STEM department heads	During IT proposal development.....	1	2	3	4	5
	At start of IT grant period.....	1	2	3	4	5
	In final year of IT grant period.....	1	2	3	4	5
	During the most recent academic year.....	1	2	3	4	5
Senior faculty leaders	During IT proposal development.....	1	2	3	4	5
	At start of IT grant period.....	1	2	3	4	5
	In final year of IT grant period.....	1	2	3	4	5
	During the most recent academic year.....	1	2	3	4	5

(If either extreme of the scale is selected, probe for examples and contextual factors. Also probe for any variations within categories of leaders.)

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A8. Please rate the overall **impact of your institution’s resource and policy environment** on the level of support for gender equity-focused activities. This could include financial, personnel, or infrastructural resources. Consider for four time periods: during IT proposal development, at the start of the IT grant period, in the final year of the IT grant period, and during the most recent academic year.

Impact of resource and policy environment	Impeded considerably	Impeded somewhat	Neither impeded nor facilitated	Facilitated somewhat	Facilitated considerably
During IT proposal development.....	1	2	3	4	5
At start of IT grant period.....	1	2	3	4	5
In final year of IT grant period.....	1	2	3	4	5
During the most recent academic year..	1	2	3	4	5

(If either extreme of the scale is selected, probe for examples and contextual factors.)

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IT institution: _____

Date of survey: _____

Primary IT contact: _____

Completed by Westat staff: _____

Section B: ADVANCE IT Activities

B1. We will describe three **broad overall approaches** that may characterize ADVANCE IT activities. Please indicate the extent to which each approach describes the activities you carried out as part of your IT project for two time periods: at the start of the IT grant period and in the final year of the IT grant period.

- **Focus on individuals:** Deal with gender equity issues on an individual level, minimizing the disparities between men and women (e.g., leadership programs, mentoring).
- **Focus on institutional policies and Structures:** Reduce organizational barriers to women STEM faculty’s achievement (e.g., more transparent tenure and promotion policies, provision of work and family benefits).
- **Focus on institutional values/culture:** Change cultural norms and practices to support positive valuing of equity and diversity (e.g., make equity/diversity part of public mission statement, promote activities to increase understanding of gender equity issues).

	Overall approaches	To a minimal extent	To a moderate extent	To a considerable extent
At start of IT grant period	Focus on individuals.....	1	2	3
	Focus on institutional policies and structures	1	2	3
	Focus on institutional values/culture.....	1	2	3
In final year of IT grant period	Focus on individuals.....	1	2	3
	Focus on institutional policies and structures	1	2	3
	Focus on institutional values/culture.....	1	2	3

Westat Internal Use

IT institution: _____

Date of survey: _____

Primary IT contact: _____

Completed by Westat staff: _____

B2. For each of the following **policy areas** please indicate the status of implementation of clear and equitable standards at your institution for two time periods: at the start the IT grant period and in the final year of the IT grant period.

	Policy areas	Awareness	Develop- ment	Adoption by targeted unit/ institution	Adoption by other units/ institutions	Not applicable
At start of IT grant period	Recruitment.....	1	2	3	4	NA
	Hiring.....	1	2	3	4	NA
	Research support	1	2	3	4	NA
	Tenure criteria.....	1	2	3	4	NA
	Standards for promotion to full professor	1	2	3	4	NA
	Work/life balance.....	1	2	3	4	NA
	Other (<i>specify</i>).....	1	2	3	4	NA
	Overall.....	1	2	3	4	NA
In final year of IT grant period	Recruitment.....	1	2	3	4	NA
	Hiring.....	1	2	3	4	NA
	Research support	1	2	3	4	NA
	Tenure criteria.....	1	2	3	4	NA
	Standards for promotion to full professor	1	2	3	4	NA
	Work/life balance	1	2	3	4	NA
	Other (<i>specify</i>).....	1	2	3	4	NA
	Overall.....	1	2	3	4	NA

Westat Internal Use

IT institution: _____

Date of survey: _____

Primary IT contact: _____

Completed by Westat staff: _____

B3. For each of the following types of **practices** please indicate the status of implementation of clear and equitable standards at your institution for two time periods: at the start of the IT grant period and in the final year of the IT grant period.

	Practices	Awareness	Develop- ment	Implemen- tation in targeted unit/ institution	Scale-up to other units/ institutions	Not applicable
At start of IT grant period	Time/workload allocation.....	1	2	3	4	NA
	Professional development and mentoring.....	1	2	3	4	NA
	Research support (e.g., discretionary funds, lab space).....	1	2	3	4	NA
	Recruitment	1	2	3	4	NA
	Hiring.....	1	2	3	4	NA
	Tenure review.....	1	2	3	4	NA
	Committee assignments and chair selection.....	1	2	3	4	NA
	Promoting awareness of inequities.....	1	2	3	4	NA
	Institutional self-assessment/ data collection and reporting systems.....	1	2	3	4	NA
	Other (<i>specify</i>).....	1	2	3	4	NA
Overall.....	1	2	3	4	NA	
In final year of IT grant period	Time/workload allocation.....	1	2	3	4	NA
	Professional development and mentoring.....	1	2	3	4	NA
	Research support (e.g., discretionary funds, lab space).....	1	2	3	4	NA
	Recruitment.....	1	2	3	4	NA
	Hiring.....	1	2	3	4	NA
	Tenure review.....	1	2	3	4	NA
	Committee assignments and chair selection.....	1	2	3	4	NA
	Promoting awareness of inequities.....	1	2	3	4	NA
	Institutional self-assessment/ data collection and reporting systems.....	1	2	3	4	NA
	Other (<i>specify</i>).....	1	2	3	4	NA
Overall.....	1	2	3	4	NA	

Westat Internal Use

IT institution: _____

Date of survey: _____

Primary IT contact: _____

Completed by Westat staff: _____

B4. For each of the following types of **structural changes to your institution** please indicate the status of implementation for two time periods: at the start of the IT grant period and in the final year of the IT grant period.

	Structural changes	Awareness	Develop- ment	Adoption by targeted unit/ institution	Adoption by other units/ institutions	Not applicable
At start of IT grant period	Establishment of equity/diversity-related positions.....	1	2	3	4	NA
	Equity/diversity responsibilities incorporated into existing administrative positions.....	1	2	3	4	NA
	Equity/diversity initiatives included in strategic plan.....	1	2	3	4	NA
	Allocation of facilities/resources to equity/diversity-focused functions.....	1	2	3	4	NA
	Targeted equity/diversity workshops and discussions for faculty and/or leadership.....	1	2	3	4	NA
	Other (<i>specify</i>) _____	1	2	3	4	NA
	Overall.....	1	2	3	4	NA
In final year of IT grant period	Establishment of equity/diversity-related positions.....	1	2	3	4	NA
	Equity/diversity responsibilities incorporated into existing administrative positions.....	1	2	3	4	NA
	Equity/diversity initiatives included in strategic plan.....	1	2	3	4	NA
	Allocation of facilities/resources to equity/diversity-focused functions.....	1	2	3	4	NA
	Targeted equity/diversity workshops and discussions for faculty and/or leadership.....	1	2	3	4	NA
	Other (<i>specify</i>) _____	1	2	3	4	NA
	Overall.....	1	2	3	4	NA

Westat Internal Use

IT institution: _____

Date of survey: _____

Primary IT contact: _____

Completed by Westat staff: _____

B5. Which two ADVANCE IT activities would you share with another institution as **examples of best/effective practices**, and why?

Activity #1:

Activity # 2:

B6. Which two ADVANCE IT activities were the most **challenging** to implement, and why?

Activity #1:

Activity # 2:

Westat Internal Use

IT institution: _____

Date of survey: _____

Primary IT contact: _____

Completed by Westat staff: _____

Section C: ADVANCE IT Outcomes and Examples

We've talked about various activities conducted as part of the ADVANCE IT project at your institution. In this section we turn to your views of the outcomes resulting from those activities.

C1. Please indicate the **nature of changes in faculty hiring and promotion** related to gender equity for two time periods: by the end of the IT grant period and after the IT grant period.

	Changes in faculty hiring and promotion related to....	Deteriorated considerably	Deteriorated somewhat	Little/no change	Improved somewhat	Improved considerably	Not applicable
By end of IT grant period	Recruitment.....	1	2	3	4	5	NA
	Hiring.....	1	2	3	4	5	NA
	Retention.....	1	2	3	4	5	NA
	Tenure/promotion to associate professor.....	1	2	3	4	5	NA
	Promotion to full professor.....	1	2	3	4	5	NA
	Movement into senior departmental/institutional administrative positions.....	1	2	3	4	5	NA
	Institutional honors/awards.....	1	2	3	4	5	NA
	Other (specify) _____	1	2	3	4	5	NA
	Overall.....	1	2	3	4	5	NA
	After IT grant period	Recruitment.....	1	2	3	4	5
Hiring.....		1	2	3	4	5	NA
Retention.....		1	2	3	4	5	NA
Tenure/promotion to associate professor.....		1	2	3	4	5	NA
Promotion to full professor.....		1	2	3	4	5	NA
Movement into senior departmental/institutional administrative positions.....		1	2	3	4	5	NA
Institutional honors/awards.....		1	2	3	4	5	NA
Other (specify) _____		1	2	3	4	5	NA
Overall.....		1	2	3	4	5	NA

(If either extreme of the scale is selected, probe for examples and contextual/external factors.)

Westat Internal Use
 IT institution: _____ Date of survey: _____
 Primary IT contact: _____ Completed by Westat staff: _____

C2. Please indicate **the nature of changes in STEM faculty satisfaction and collegiality** for two time periods: by the end of the IT grant period and after the IT grant period.

	Changes in satisfaction and collegiality related to...	Deteriorated considerably	Deteriorated somewhat	Little/no change	Improved somewhat	Improved considerably	Not applicable
By end of IT grant period	Women STEM faculty's level of satisfaction with their jobs/ careers.	1	2	3	4	5	NA
	Men STEM faculty's level of satisfaction with their jobs/ careers.	1	2	3	4	5	NA
	Other (specify) _____	1	2	3	4	5	NA
	Satisfaction overall.....	1	2	3	4	5	NA
	Women STEM faculty's ties with other STEM faculty in the institution	1	2	3	4	5	NA
	Women STEM faculty's connections to wider networks of colleagues outside the institution..	1	2	3	4	5	NA
	Other (specify) _____	1	2	3	4	5	NA
	Collegiality overall.....	1	2	3	4	5	NA
After IT grant period	Women STEM faculty's level of satisfaction with their jobs/ careers.	1	2	3	4	5	NA
	Men STEM faculty's level of satisfaction with their jobs/ careers	1	2	3	4	5	NA
	Other (specify) _____	1	2	3	4	5	NA
	Satisfaction overall.....	1	2	3	4	5	NA
	Women STEM faculty's ties with other STEM faculty in the institution	1	2	3	4	5	NA
	Women STEM faculty's connections to wider networks of colleagues outside the institution..	1	2	3	4	5	NA
	Other (specify) _____	1	2	3	4	5	NA
	Collegiality overall.....	1	2	3	4	5	NA

(If either extreme of the scale is selected, probe for examples and contextual/external factors. Also probe for basis of responses, such as climate survey data.)

Westat Internal Use
 IT institution: _____ Date of survey: _____
 Primary IT contact: _____ Completed by Westat staff: _____

C3. Please indicate the **nature of changes in institutional culture** related to gender equity for two time periods: by the end of the IT grant period and after the IT grant period.

	Changes in institutional culture related to...	Deteriorated considerably	Deteriorated somewhat	Little/no change	Improved somewhat	Improved considerably	Not applicable
By end of IT grant period	Collection of data on STEM faculty gender equity.....	1	2	3	4	5	NA
	Use of data on STEM faculty gender equity.....	1	2	3	4	5	NA
	Recognition/understanding of gender equity issues.....	1	2	3	4	5	NA
	Climate/attitudes toward women STEM faculty	1	2	3	4	5	NA
	Public statements about gender equity by senior administrators/faculty leaders.....	1	2	3	4	5	NA
	Other (<i>specify</i>).....	1	2	3	4	5	NA
	Overall.....	1	2	3	4	5	NA
After IT grant period	Collection of data on STEM faculty gender equity.....	1	2	3	4	5	NA
	Use of data on STEM faculty gender equity.....	1	2	3	4	5	NA
	Recognition/understanding of gender equity issues.....	1	2	3	4	5	NA
	Climate/attitudes toward women STEM faculty	1	2	3	4	5	NA
	Public statements about gender equity by senior administrators/faculty leaders.....	1	2	3	4	5	NA
	Other (<i>specify</i>).....	1	2	3	4	5	NA
	Overall.....	1	2	3	4	5	NA

(If either extreme of the scale is selected, probe for examples and contextual/external factors.)

Westat Internal Use

IT institution: _____

Date of survey: _____

Primary IT contact: _____

Completed by Westat staff: _____

C4. We have provided a list of publications on institutional transformation that appear to be based on your ADVANCE IT social science research activities. Is the list complete?

- Yes..... 1
- No..... 2

(If no, obtain citations for relevant publications we may have missed.) IF NO PUBLICATIONS ARE CITED, GO TO QC6. OTHERWISE, CONTINUE TO C5.

C5. Which of these publications would you say have made the greatest contribution to advancing/disseminating knowledge on gender equity-related institutional transformation, and why?

C6. We have also provided a list of conference presentations on gender equity-related institutional transformation that appear to be based on your ADVANCE IT social science research activities. Is the list complete?

- Yes..... 1
- No..... 2

(If no, obtain information about relevant conference presentations) IF NO CONFERENCE PRESENTATIONS ARE CITED, GO TO C8. OTHERWISE, CONTINUE TO C7.

C7. Which of these presentations would you say has made the greatest contribution to advancing/disseminating knowledge on gender equity-related institutional transformation, and why?

Westat Internal Use

IT institution: _____ Date of survey: _____
 Primary IT contact: _____ Completed by Westat staff: _____

C8. Have you provided consulting services to other institutions or organizations, or been asked to speak with them on issues pertinent to gender-equity related institutional transformation? If so, would you tell us a bit about it?

C9. What impact (if any) did participation in ADVANCE IT project activities have on the careers of the PIs or co-PIs?

C10. To what extent (if any) did your institution's cost-sharing commitment to the ADVANCE IT project affect the success and institutionalization of ADVANCE IT activities?

C11. Please provide any additional information you deem relevant to helping us understand the impact of ADVANCE IT at your institution.

***Thank you very much for responding to the survey
and assisting with this ADVANCE IT evaluation.***

If you have questions later regarding the study, please contact the Project Director, Dr. Susan Berkowitz, at 301-294-3936 or susanberkowitz@westat.com.

Westat Internal Use

IT institution: _____

Date of survey: _____

Primary IT contact: _____

Completed by Westat staff: _____

Appendix: Glossary of Terms and Phrases

A1: Efforts Targeted at Equity or Diversity

Efforts targeted at equity: explicit attempts to level the playing field for all groups

Efforts targeted at diversity: explicit attempts to increase the representation of particular underrepresented groups.

B2: Policy Areas

Awareness: recognition of need for a new or revised written policy.

Development: completion of one or more phases necessary to adopt a new or revised written policy, but falling short of official adoption.

Adoption by targeted unit/institution: official adoption of a new or revised written policy by unit(s)/institution specifically targeted by your ADVANCE IT project.

Adoption by other units/institutions: official adoption of a new or revised written policy by unit(s)/institution(s) beyond those specifically targeted by your ADVANCE IT project.

B3: Practice Changes

Awareness: recognition of need for change in a practice.

Development: completion of one or more phases necessary to implement a practice, but falling short of implementation.

Implementation in targeted unit/institution: full implementation by unit(s)/institution specifically targeted by your ADVANCE IT project.

Scale-up to other units/institutions: full implementation by unit(s)/institution(s) beyond those specifically targeted by your ADVANCE IT project.

B4: Structural Changes

Awareness: recognition of need for a structural change to the institution explicitly promoting equity and/or diversity

Development: completion of one or more phases necessary to adopt structural changes to the institution explicitly promoting equity and/or diversity, but falling short of official adoption.

Adoption by targeted unit/institution: official adoption of structural changes explicitly promoting equity and/or diversity by unit(s)/institution specifically targeted by your ADVANCE IT project.

Adoption by other units/institutions: official adoption of structural change explicitly promoting equity and/or diversity by unit(s)/institution(s) beyond those specifically targeted by your ADVANCE IT project.

Appendix C

Outcome Indicator Data Collection Form

Instructions for Completing the *Outcome Indicator Data Collection Form*
Quantitative Evaluation of the ADVANCE Program

The *Outcome Indicator Data Collection Form* is designed to obtain consistent, comprehensive institutional data for two time periods: 2001 and 2008. We ask that you complete the form for both time periods for all science, technology, engineering and mathematics (STEM) faculty at your institution and for specific targeted units/departments as requested. To facilitate completion of this form, we offer the following clarifications of terms:

Under “*Women of color*” and “*Men of color*” please include the following groups: African Americans, American Indians/Native Americans, Asian and Pacific Islanders, and Hispanics/Latinos. If your institution’s definition differs from this one, please indicate this on the form and say how it differs.

Eligible for review—the faculty member is eligible to be considered for tenure.

Center Director or Lab Director--persons holding often prestigious positions as heads of major research centers or research laboratories at your institution, not those performing primarily managerial or administrative functions.

Start-up--earmarked funds/resources provided to new faculty members as part of a package usually focused on supporting their research activities.

Release time- an allotted time period during which faculty members are explicitly released from a defined portion of their normal teaching and/or service duties and obligations to enable focusing on research-related activities.

Protected time—an allotted time period during which faculty members are permitted to focus primarily on their research (similar to release time).

Recognizing that institutions may still vary widely in their definitions for these data items, we are more than willing to work with you on a one-to-one basis to clarify additional questions or provide whatever additional help you may require in completing this form. Please contact Eden Segal at 240-314-7583 or edensegal@westat.com for further assistance.

Pursuant to 5 CFR 1320.5(b), an agency may not conduct or sponsor, and a person is not required to respond to an information collection unless it displays a valid OMB control number. The OMB control number for this collection is 3145-0000. Public reporting burden for this collection of information is estimated to average 90 hours per response, including the time for reviewing instructions. Send comments regarding this burden estimate and any other aspect of this collection of information, including suggestions for reducing this burden, to: Suzanne Plimpton, Reports Clearance Officer, Information Dissemination Branch, Division of Administrative Services, National Science Foundation, Arlington, VA 22230.

Appendix D

Westat Cover Letter and the Fellows Survey



An Employee-Owned
Research Corporation

1600 Research Boulevard
Rockville, MD 20850-3129
tel: 301-251-1500
fax: 301-294-2040
www.westat.com

MONTH DAY, 2010

NAME
TITLE/DEPARTMENT
INSTITUTION
ADDRESS
CITY STATE ZIP

Dear Dr. LAST NAME:

NSF has contracted with Westat to conduct an outcome evaluation of the Fellows and Institutional Transformation (IT) components of the ADVANCE program. The enclosed survey asks about your experiences and outcomes prior to, during, and since the end of your ADVANCE Fellows award. Your answers to these questions are essential to NSF's ability to assess whether and how the Fellows awards achieved their intended goals. One part of the evaluation is a quasi-experimental design that compares the outcomes for ADVANCE Fellows with those for a similar set of respondents to the 2008 Survey of Doctorate Recipients. These comparison questions, contained in Section E of the survey, ask you to respond on the basis of your personal and employment status on October 1, 2008.

It will be helpful to have the following documents in hand before filling out the survey: a) a copy of your most recent curriculum vitae and/or biosketch; b) a copy of your Federal income tax return for 2008; and c) if applicable, any journal you may keep recording research activities. We ask that you return the completed survey to us, along with a copy of your current curriculum vitae, in the enclosed self-addressed stamped envelope by [INSERT DATE]. We want to emphasize that your responses to the survey will be kept strictly confidential. Only designated Westat project staff members who have signed a pledge of confidentiality will have access to the data, which will be stripped of all personal identifiers and maintained with utmost security in a locked filing cabinet (if hard copy) and on a password-protected server (if electronic). We will report findings in the aggregate, in a manner that cannot be linked to individual respondents. While we very much hope that you will respond to this important survey, you will suffer no consequences from non-participation.

As noted above, your timely responses are vital to NSF's ability to evaluate the outcomes of the Fellows awards. We are happy to provide any assistance you may need in answering the survey. Should you have any questions about the evaluation or this survey, please do not hesitate to contact me at 301-294-3936 or susanberkowitz@westat.com. We look forward to receiving your responses.

Sincerely,

Susan G. Berkowitz, Ph.D.
Project Director
Quantitative Evaluation of the ADVANCE Program

Fellows Survey

Purpose of Survey

As part of a study of NSF's ADVANCE program, Westat, a social science research firm in Rockville, Maryland, is contacting recipients of ADVANCE Fellows awards. We request that you complete the attached survey, which asks about your experiences as a Fellow and how having received the grant has helped you or not in progressing towards your career goals. Please be assured that we respect your privacy and will keep individual responses confidential and secure. Although Westat staff will be able to identify your responses, evaluation results will be reported in the aggregate and include no individual identifying information.

It should take you approximately 50 minutes to complete this survey.

If you have any questions about the purpose of this survey, the items, or how the data will be used, please contact the Project Director, Dr. Susan Berkowitz, at 301-294-3936 or susanberkowitz@westat.com.

Pursuant to 5 CFR 1320.5(b), an agency may not conduct or sponsor, and a person is not required to respond to an information collection unless it displays a valid OMB control number. The OMB control number for this collection is 3145-0000. Public reporting burden for this collection of information is estimated to average 50 minutes per response, including the time for reviewing instructions. Send comments regarding this burden estimate and any other aspect of this collection of information, including suggestions for reducing this burden, to: Suzanne Plimpton, Reports Clearance Officer, Information Dissemination Branch, Division of Administrative Services, National Science Foundation, Arlington, VA 22230.

Section A: Personal Information

Please confirm the start and end dates of your ADVANCE Fellowship period, the institution(s) at which it was carried out, and the year you received your doctorate.

A1. Start date of ADVANCE Fellowship: (prefill start date) _____

A2. End date of ADVANCE Fellowship, including no-cost extensions: (prefill end date)_____

A3. Name of institution(s) at which the ADVANCE Fellowship was carried out: (prefill institution(s))

A4. Year you received your doctorate: (prefill Ph.D. year) _____

A5. What is your racial background? (Circle one or more.)

- a. American Indian or Alaska Native 1
b. Native Hawaiian or other Pacific Islander..... 2
c. Asian..... 3
d. Black or African American..... 4
e. White..... 5

A6. Are you Hispanic or Latina/o?

- a. Yes..... 1
b. No..... 2

A7. What is your birth date?

Month Day 19 Year
[] [] [] [] [] []

A8. Are you currently married or in a long-term committed relationship?

- a. Yes..... 1
b. No..... 2

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Section B. At the Time You Applied for the ADVANCE Fellowship

*The questions in this section ask about your professional and personal circumstances **at the time you applied for the ADVANCE Fellowship.***

B1. At the time you applied for the ADVANCE Fellowship, what was your employment status? Were you employed in a... *(Circle only one.)*

Full time

- a. Full-time tenure-track faculty appointment..... 1
- b. Full-time non-tenure-track faculty appointment 2
- c. Full-time non-tenure-track term-limited faculty appointment 3
- d. Full-time academic administrative appointment 4
- e. Full-time research appointment (including postdoctoral position)..... 5
- f. Full-time position in industry..... 6
- g. Full-time position in government 7
- h. Full-time position in the non-profit sector..... 8
- i. Full-time other *(specify)*_____ 9

Part time

- j. Part-time tenure-track faculty appointment..... 10
- k. Part-time non-tenure-track faculty appointment 11
- l. Part-time non-tenure-track term-limited faculty appointment 12
- m. Part-time academic administrative appointment 13
- n. Part-time research appointment (including postdoctoral position)..... 14
- o. Part-time position in industry..... 15
- p. Part-time position in government 16
- q. Part-time position in the non-profit sector..... 17
- r. Part-time other *(specify)*_____ 18

Other *(specify)*_____ 19

s. Unemployed *(For how long? _____ months)*..... 20

B2. Were you married or in a long-term committed relationship at the time of application?

- a. Yes 1
- b. No..... 2 **GO TO QB7**

B3. What was your spouse or partner’s highest degree at the time of application?

- a. No diploma or degree 1
- b. High school diploma/GED..... 2
- c. Bachelor’s degree..... 3
- d. Master’s degree..... 4
- e. Doctoral degree..... 5
- f. Other professional degree (e.g., M.D., D.D.S., J.D.)..... 6

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ADVANCE Fellows Survey

- B4. Was your spouse or partner employed at the time you applied for the Fellowship?
- a. Yes..... 1
- b. No..... 2 **GO TO QB7**

- B5. Was your spouse or partner working in a STEM* field?
- a. Yes..... 1
- b. No..... 2
- *STEM=Science, Technology, Engineering, and Mathematics**

- B6. Was your spouse or partner working in academia?
- a. Yes..... 1
- b. No..... 2

- B7. In the **two-year period before you applied for the ADVANCE Fellowship award**, had you applied for a **job in a STEM field**?
- a. Yes 1
- b. No..... 2 **GO TO QB13**

B8. For each of the following types of positions, please use the checkboxes to indicate the number of applications you submitted. *If you did not submit an application, please mark 0.*

Type of position	Number of applications			
	0	1-2	3-4	5+
a. Tenure-track faculty appointment.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Non-tenure-track faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Non-tenure-track term-limited faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Academic administrative appointment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Research appointment (including postdoctoral position).....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Position in industry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Position in government.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Position in the non-profit sector	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Other (<i>specify</i>)_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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ADVANCE Fellows Survey

B9. For any of the positions referred to in **question B8**, did you receive any offers that you turned down?

- a. Yes 1
- b. No..... 2 **GO TO QB13**

B10. How many **total offers in a STEM field** did you turn down? (*Circle only one.*)

- a. One or two 1
- b. Three or four..... 2
- c. Five or more 3

B11. Which type(s) of positions did you turn down? (*Circle all that apply.*)

- a. Tenure-track faculty appointment..... 1
- b. Non-tenure-track faculty appointment 2
- c. Non-tenure-track term-limited faculty appointment 3
- d. Academic administrative appointment 4
- e. Research appointment (including postdoctoral position) 5
- f. Position in industry..... 6
- g. Position in government..... 7
- h. Position in the non-profit sector 8
- i. Other (*specify*)_____ 9

B12. What were your reason(s) for not accepting the offer(s)? (*Circle all that apply.*)

- a. Position was not full time..... 1
- b. Position was temporary 2
- c. Position was not tenure track..... 3
- d. Geographic location 4
- e. Position did not offer desired research opportunities 5
- f. Position did not offer desired teaching opportunities 6
- g. Teaching load was too heavy 7
- h. Position did not allow desired work/life balance 8
- i. Position did not offer sufficient opportunity for advancement..... 9
- j. Other (*specify*)_____ 10

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ADVANCE Fellows Survey

B13. Please indicate the extent to which the following circumstances were affecting your career advancement at the **time you applied for the ADVANCE Fellowship**. (Circle one for each row.)

Circumstance	Not at all	Somewhat	To a great extent
Personal circumstances			
a. Caregiving for child(ren).....	1.....	2	3
b. Caregiving for other family member(s).....	1.....	2	3
c. Spouse or partner's career.....	1.....	2	3
d. Health	1.....	2	3
e. Other personal (<i>specify</i>) _____		2	3
Professional circumstances			
f. Unemployment	1.....	2	3
g. Job search difficulties.....	1.....	2	3
h. Working outside area of research interest.....	1.....	2	3
i. Limited research opportunities.....	1.....	2	3
j. Equipment-related issues.....	1.....	2	3
k. Computer-related issues.....	1.....	2	3
l. Lab space-related issues.....	1.....	2	3
m. Lack of time to do research.....	1.....	2	3
n. Lack of funds to hire research assistants.....	1.....	2	3
o. Lack of funds to travel for research-related purposes	1.....	2	3
p. Lack of opportunities to collaborate.....	1.....	2	3
q. Lack of ability to independently pursue grants/ serve as a PI	1.....	2	3
r. Lack of mentoring support.....	1.....	2	3
s. Teaching-related issues (heavy teaching load, not able to teach desired courses).....	1.....	2	3
t. Advising commitments.....	1.....	2	3
u. Service-related issues (e.g., heavy committee service obligations).....	1.....	2	3
v. Limited opportunities for advancement.....	1.....	2	3
w. Non-supportive work climate.....	1.....	2	3
x. Other professional (<i>specify</i>) _____		2	3

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Date received: _____
Completed by Westat staff: _____

ADVANCE Fellows Survey

B14. At the time you applied for the ADVANCE Fellowship, what was your primary long-term employment goal? (*Circle only one.*)

- a. To obtain a tenure-track faculty position in a STEM field..... 1
- b. To obtain a non-tenure-track faculty position in a STEM field..... 2
- c. To obtain a research appointment in a STEM field..... 3
- d. To obtain a position in industry in a STEM field..... 4
- e. To obtain a position in government in a STEM field..... 5
- f. To obtain a position in the non-profit sector in a STEM field..... 6
- g. Other (*specify*) _____ 7

B15. Indicate the extent to which you had each of the following professional and personal goals at the time you applied for the ADVANCE Fellowship. (*Circle one for each row.*)

Goal	Not at all	Somewhat	To a great extent
Research related			
a. Extend the line of research you were conducting.....	1	2	3
b. Restart a previous research program.....	1	2	3
c. Pursue a new line or area of research.....	1	2	3
d. Pursue a multi-disciplinary research program.....	1	2	3
e. Other research related (<i>specify</i>) _____		2	3
Teaching related			
f. Teach/advise graduate students.....	1	2	3
g. Teach/advise undergraduate students.....	1	2	3
h. Teach advanced courses in your field.....	1	2	3
i. Develop a new course or courses.....	1	2	3
j. Other teaching related (<i>specify</i>) _____		2	3
Personal			
k. Be able to live in the same place as spouse/ partner	1	2	3
l. Secure satisfactory career for you	1	2	3
m. Secure satisfactory career for your spouse/partner	1	2	3
n. Secure a position that would support desired work/life balance.....	1	2	3
o. Other personal (<i>specify</i>) _____		2	3

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 Alphanumeric identifier: _____ Completed by Westat staff: _____

Section C. During the ADVANCE Fellowship Period

These questions ask primarily about your activities and experiences during your ADVANCE Fellowship.

C1. Use the checkboxes to indicate the best description of the position(s) you held during the ADVANCE Fellowship for two points in time: 1) at the start, and 2) at the end of the ADVANCE Fellowship. (Please provide one response for each point in time regardless of whether your position changed.)

Position	Start of Fellowship	At the end of Fellowship
Full time		
a. Full-time tenure-track faculty appointment.....	<input type="checkbox"/>	<input type="checkbox"/>
b. Full-time non-tenure-track faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>
c. Full-time non-tenure-track term-limited faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>
d. Full-time research appointment (including postdoctoral position) . .	<input type="checkbox"/>	<input type="checkbox"/>
e. Other full time (specify) _____	<input type="checkbox"/>	<input type="checkbox"/>
Part time		
f. Part-time tenure-track faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>
g. Part-time non-tenure-track faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>
h. Part-time non-tenure-track term-limited faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>
i. Part-time research appointment (including postdoctoral position)	<input type="checkbox"/>	<input type="checkbox"/>
j. Other part time (specify) _____	<input type="checkbox"/>	<input type="checkbox"/>

C2. During the period in which you held your ADVANCE Fellowship, what was the approximate percentage of time you spent on the following professional activities during a typical week?

Research..... _____ %
 Teaching _____ %
 Service (e.g., serving on committee(s), community outreach)..... _____ %
 Other (e.g., advising) (specify) _____ _____ %
 100%

Westat Internal Use

Fellowship recipient: _____

Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____

ADVANCE Fellows Survey

C3. Did you use your ADVANCE ancillary funds* to do any of the following? (Circle all that apply.)

- a. Purchase research equipment and supplies..... 1
- b. Hire research assistants..... 2
- c. Travel to conduct research off site (e.g., field work, at other labs)..... 3
- d. Travel to meet with research collaborators (e.g., write joint proposals, papers, share and discuss findings)..... 4
- e. Attend STEM conferences 5
- f. Attend professional development events 6
- g. Subsidize child care costs..... 7
- h. Reimburse publication costs..... 8
- i. Other (specify)_____ 9

*Ancillary funds are those you were able to use in discretionary fashion according to program rules, excluding fringe benefits.

C4. Please indicate the extent to which you participated in each of the following activities during the period of the ADVANCE Fellowship. (Circle one for each row.)

Activity	Not at all	Somewhat	To a great extent
a. Collaborated with other STEM researchers.....	1	2	3
b. Mentored someone.....	1	2	3
c. Served on a departmental committee	1	2	3
d. Served on a college/university committee.....	1	2	3
e. Served on the editorial board of a STEM professional journal.....	1	2	3
f. Served as a reviewer for a STEM professional journal.....	1	2	3
g. Served as a grant reviewer.....	1	2	3
h. Served in a formal role (e.g., as an officer) in a STEM professional association.....	1	2	3
i. Provided local community service of any sort.....	1	2	3
j. Other (specify)_____		2	3

Westat Internal Use

Fellowship recipient: _____

Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____

ADVANCE Fellows Survey

C5. Please indicate your level of satisfaction with each of the following during the ADVANCE Fellowship period. (Circle one for each row.)

	Very unsatisfied	Un- satisfied	Neither satisfied nor unsatisfied	Satisfied	Very Satisfied	Not applicable
Equipment/space						
a. Equipment.....	1	2	3	4	5	NA
b. Computer resources.....	1	2	3	4	5	NA
c. Lab space.....	1	2	3	4	5	NA
d. Other equipment/space (specify) _____	1	2	3	4	5	
Research related						
e. Time to do research.....	1	2	3	4	5	NA
f. Access to graduate research assistants.....	1	2	3	4	5	NA
g. Access to undergraduate research assistants.....	1	2	3	4	5	NA
h. Departmental start-up funds.....	1	2	3	4	5	NA
i. Departmental travel funds.....	1	2	3	4	5	NA
j. Opportunities to pursue grants/serve as a PI.....	1	2	3	4	5	NA
k. Other research related (specify) _____	1	2	3	4	5	
Teaching related						
l. Course load.....	1	2	3	4	5	NA
m. Teaching assignments.....	1	2	3	4	5	NA
n. Other teaching related (specify) _____	1	2	3	4	5	
Mentoring						
o. Mentoring from peers in your department.....	1	2	3	4	5	NA
p. Mentoring from senior faculty in your department.....	1	2	3	4	5	NA
q. Mentoring from senior faculty outside your department but within your institution.....	1	2	3	4	5	NA
r. Mentoring from senior faculty outside your institution	1	2	3	4	5	NA
s. Other mentoring (specify) _____	1	2	3	4	5	

Westat Internal Use

Fellowship recipient: _____

Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____

ADVANCE Fellows Survey

C5. Please indicate your level of satisfaction with each of the following during the ADVANCE Fellowship period. (Circle one for each row.)—Continued

	Very unsatisfied	Un- satisfied	Neither satisfied nor unsatisfied	Satisfied	Very Satisfied	Not applicable
Collaboration and professional development						
u. Opportunities to collaborate with peers in your department	1	2	3	4	5	NA
v. Opportunities to collaborate with senior faculty in your department	1	2	3	4	5	NA
w. Opportunities to collaborate with senior faculty outside your department but within your institution	1	2	3	4	5	NA
x. Opportunities to collaborate with senior faculty outside your institution	1	2	3	4	5	NA
y. Opportunities for networking	1	2	3	4	5	NA
z. Other opportunities for collaboration/professional development (<i>specify</i>)	1	2	3	4	5	
Other						
aa. Clarity of departmental and institutional policies and procedures	1	2	3	4	5	NA
bb. Other (<i>specify</i>) _____	1	2	3	4	5	

Westat Internal Use

Fellowship recipient: _____

Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____

ADVANCE Fellows Survey

C6. Please indicate how each of the following affected your ability to reach your desired goals during the ADVANCE Fellowship period. (*Circle one for each row.*)

	Impeded consider- ably	Impeded somewhat	Neither impeded nor facilitated	Facilitated somewhat	Facilitated consider- ably	Not applicable
a. Department or institute's receptivity to you.....	1	2	3	4	5	NA
b. Climate/culture of the department	1	2	3	4	5	NA
c. Climate/culture of the institution.....	1	2	3	4	5	NA
d. Alignment of your career goals with the goals of the department/institution.....	1	2	3	4	5	NA
e. Fit between your research and broader departmental research agenda.....	1	2	3	4	5	NA
f. Career advice from department chair	1	2	3	4	5	NA
g. Career advice from colleagues.....	1	2	3	4	5	NA
h. Hiring policies of institution	1	2	3	4	5	NA
i. Hiring freeze at institution.....	1	2	3	4	5	NA
j. Being the recipient of an ADVANCE Fellowship.....	1	2	3	4	5	NA
k. Other (<i>specify</i>) _____	1	2	3	4	5	

C7. At the end of your ADVANCE Fellowship, what was your primary long-term employment goal? (*Circle only one.*)

- a. To obtain a tenure-track faculty position in a STEM field..... 1
- b. To obtain a non-tenure-track faculty position in a STEM field..... 2
- c. To obtain a research appointment in a STEM field..... 3
- d. To obtain a position in industry in a STEM field..... 4
- e. To obtain a position in government in a STEM field..... 5
- f. To obtain a position in the non-profit sector in a STEM field..... 6
- g. Other (*specify*) _____ 7

Westat Internal Use

Fellowship recipient: _____

Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____

ADVANCE Fellows Survey

C8. Please use the checkboxes to indicate the numbers of the following professional activities and accomplishments in which you engaged during two time periods: 1) the period in which you held the ADVANCE Fellowship, and 2) the three-year period after completion of your Fellowship.

Activity/accomplishment	During Fellowship						3 year period after Fellowship					
	0	1	2	3-4	5-6	7+	0	1	2	3-4	5-6	7+
Research publications												
a. Number of STEM research articles in refereed journals for which you are an author	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Number of papers in STEM conference proceedings for which you are sole or a co-author	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Number of book chapters for which you are an author	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Number of books for which you are an author or editor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding												
e. Number of proposals submitted for funding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Number of proposals funded/awarded	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Presentations												
g. Number presentations at a STEM research conference	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Number of presentations to government or community groups	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Number of other presentations (<i>specify</i>)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching												
j. Number of distinct graduate-level STEM courses you taught	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Number of distinct graduate-level STEM courses you taught that you had not taught before your Fellowship	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Number of distinct undergraduate STEM courses you taught	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patents												
m. Number U.S. of patents for which you applied	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Number of U.S. patents for which you were named as an inventor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____

ADVANCE Fellows Survey

C8. Please use the checkboxes to indicate the numbers of the following professional activities and accomplishments in which you engaged during two time periods: 1) The period in which you held the ADVANCE Fellowship, and 2) the three-year period after completion of your Fellowship.—
Continued

Activity/accomplishment	During Fellowship						3-year period after Fellowship					
	0	1	2	3-4	5-6	7+	0	1	2	3-4	5-6	7+
Mentoring												
o. Number of graduate students you mentored who earned their master's or doctorate degrees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Number of postdoctoral researchers mentored	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Number of undergraduate researchers mentored	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Committees												
r. Number of positions on departmental committees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
s. Number of positions on university committees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other awards/accomplishments												
t. (specify)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

C9. Please provide the following information for all research awards for which you played or currently play a lead role (e.g., were/are the PI or co-PI or equivalent) **starting in the year in which you received your ADVANCE Fellowship through the present.**

Funding source	Research topic	Role in project	Start date (month/year)	Duration	Amount of funding
a.					
b.					
c.					
d.					
e.					
f.					
g.					
h.					
i.					

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Section D. From the End of the ADVANCE Fellowship Until Today

*This section asks about your personal and professional circumstances **from the end of your ADVANCE Fellowship through the present**, as well as your assessment of the influence of having been a Fellow on your subsequent career path and professional growth.*

D1. What is your current employment status?

- a. Employed 1
- b. Not employed..... 2 **GO TO QD6**

D2. Which of the following best describes the type of position you currently hold as your principal job? (Choose only one type of position, indicating whether or not it is in a STEM field. If applicable, use the checkboxes to indicate whether or not you are tenured and as of when.)

Type of position	STEM field?		Are you tenured?		
	STEM	Non-STEM	Yes	No	If yes, what month/year?
Full time					
a. Full-time tenure-track faculty appointment	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
b. Full-time non-tenure-track faculty appointment	1	2			
c. Full-time non-tenure-track term-limited faculty appointment	1	2			
d. Full-time academic administrative appointment	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
e. Full-time research appointment (including postdoctoral position)	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
f. Full-time position in industry	1	2			
g. Full-time position in government	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
h. Full-time position in the non-profit sector.	1	2			
i. Full-time other (specify) _____ 7	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
Part time					
j. Part-time tenure-track faculty appointment	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
k. Part-time non-tenure-track faculty appointment	1	2			
l. Part-time non-tenure-track term-limited faculty appointment					
m. Part-time academic administrative appointment	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
n. Part-time research appointment (including postdoctoral position)	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
o. Part-time position in industry	1	2			
p. Part-time position in government	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____
q. Part-time position in the non-profit sector	1	2			
r. Part-time other (specify) _____	1	2	<input type="checkbox"/>	<input type="checkbox"/>	_____

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D3. If your main job is in academia, what is your current academic rank? (Circle only one).

- a. Not applicable: no ranks designated at this institution..... 1
- b. Not applicable: no ranks designated for my position..... 2
- c. Professor..... 3
- d. Associate Professor..... 4
- e. Assistant Professor..... 5
- f. Instructor..... 6
- g. Lecturer..... 7
- h. Other academic rank (specify)_____ 8
- i. My main job is not in academia 9

D4. How long have you held your current position? (Circle only one.)

- a. Less than one year..... 1
- b. One to three years..... 2
- c. Three to five years 3

D5. Have you held your current position during the entire period since the end of the ADVANCE Fellowship?

- a. Yes 1
- b. No..... 2

D6. Please use the checkboxes to indicate the number of applications you submitted for each of the following **types of STEM positions since the end of your ADVANCE Fellowship**. If you did not apply for a position, please mark 0.

Type of position	Number of applications			
	0	1-2	3-4	5+
a. Tenure-track faculty appointment.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Non-tenure-track faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Non-tenure-track term-limited faculty appointment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Academic administrative appointment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Research appointment (including postdoctoral position)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Position in industry.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Position in government.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Position in the non-profit sector.....	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Other (specify)_____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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D7. For any of the positions referred to in question D6, did you receive any offers that you turned down?

- a. Yes 1
- b. No..... 2 **GO TO QD11**

D8. How many total offers in a **STEM field** did you turn down? (*Circle only one.*)

- a. One or two..... 1
- b. Three or four 2
- c. Five or more 3

D9. Which type(s) of positions did you turn down? (*Circle all that apply.*)

- a. Tenure-track faculty appointment..... 1
- b. Non-tenure-track faculty appointment 2
- c. Non-tenure-track term-limited faculty appointment 3
- d. Academic administrative appointment 4
- e. Research appointment (including postdoctoral position) 5
- f. Position in industry..... 6
- g. Position in government..... 7
- h. Position in the non-profit sector 8
- i. Other (*specify*) _____ 9

D10. What were your reason(s) for not accepting the offer(s)? (*Circle all that apply.*)

- a. Position was not full time..... 1
- b. Position was temporary 2
- c. Position was not tenure track..... 3
- d. Geographic location 4
- e. Position did not offer desired research opportunities 5
- f. Position did not offer desired teaching opportunities 6
- g. Teaching load was too heavy 7
- h. Position did not allow desired work/life balance..... 8
- i. Position did not offer sufficient opportunity for advancement..... 9
- j. Other (*specify*) _____ 10

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D11. Please indicate the extent to which the following circumstances have affected your STEM career advancement **since the end of your ADVANCE Fellowship**. (Circle one for each row.)

Circumstance	Not at all	Somewhat	To a great extent
Personal circumstances			
a. Caregiving for child(ren).....	1.....	2	3
b. Caregiving for other family member(s).....	1.....	2	3
c. Spouse or partner’s career	1	2	3
d. Health	1.....	2	3
e. Other personal (<i>specify</i>) _____		2	3
Professional circumstances			
f. Unemployment	1.....	2	3
g. Job search difficulties.....	1.....	2	3
h. Working outside area of research interest	1.....	2	3
i. Limited research opportunities.....	1.....	2	3
j. Equipment-related issues.....	1.....	2	3
k. Computer-related issues.....	1.....	2	3
l. Lab space-related issues.....	1.....	2	3
m. Lack of time to do research.....	1	2	3
n. Lack of funds to hire research assistants.....	1.....	2	3
o. Lack of funds to travel for research-related purposes	1.....	2	3
p. Lack of opportunities to collaborate.....	1.....	2	3
q. Lack of ability to independently pursue grants/ serve as a PI	1.....	2	3
r. Lack of mentoring support.....	1.....	2	3
s. Teaching-related issues (heavy teaching load, not able to teach desired courses).....	1.....	2	3
t. Advising commitments.....	1.....	2	3
u. Service-related issues (e.g., heavy committee service obligations)	1.....	2	3
v. Limited opportunities for advancement.....	1.....	2	3
w. Non-supportive work climate.....	1.....	2	3
x. Other professional (<i>specify</i>) _____		2	3

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D12. Indicate the extent to which you have been able to realize the following professional and personal goals **since the end of your ADVANCE Fellowship**. (Circle one for each row.)

Goal	Not at all	Somewhat	To a great extent
Research related			
a. Extend the line of research you were conducting at the time you applied for the ADVANCE Fellowship.....	1.....	2....	3
b. Restart a previous research program.....	1.....	2....	3
c. Pursue a new line or area of research.....	1.....	2....	3
d. Pursue a multi-disciplinary research program	1	2	3
e. Other research related (<i>specify</i>) _____		2	3
Teaching related			
f. Teach/advise graduate students.....	1.....	2....	3
g. Teach/advise undergraduate students.....	1.....	2....	3
h. Teach advanced courses in your field.....	1.....	2....	3
i. Develop a new course or courses	1	2	3
j. Other teaching related (<i>specify</i>) _____		2	3
Personal			
k. Be able to live in the same place as spouse/ partner	1.....	2....	3
l. Secure satisfactory career for yourself	1.....	2....	3
m. Secure satisfactory career for your spouse/partner.....	1.....	2....	3
n. Secure a position that would support desired work/life balance.....	1.....	2....	3
o. Other personal (<i>specify</i>) _____		2	3

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D13. Please indicate the extent to which the ADVANCE Fellowship has contributed to your overall professional growth in each of the following areas. (Circle one for each row.)

Area of Professional Growth	Not at all	Somewhat	To a great extent
a. Building an independent research program.....	1.....	2	3
b. Creating a strong collaborative network with fellow STEM researchers	1.....	2	3
c. Recruiting graduate students	1.....	2	3
d. Increasing your career satisfaction	1.....	2	3
e. Allowing you to remain in academia.....	1.....	2	3
f. Preparing you to obtain a tenure-track position	1.....	2	3
g. Preparing you to be a more effective teacher	1.....	2	3
h. Helping you get research published.....	1.....	2	3
i. Preparing you to assume leadership roles in professional associations.....	1.....	2	3
j. Preparing you to assume departmental or institution-wide leadership roles	1.....	2	3
k. Enhancing your professional reputation/visibility.....	1.....	2	3
l. Helping you succeed in your job.....			
	1	2	3
m. Enabling you to serve as a role model/mentor	1.....	2	3
n. Other (specify)_____			
		2	3

D14. Overall, depending on your responses to question D13, what are the top three areas that most contributed to your professional growth?

Area # 1: _____

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Area # 2: _____

Area # 3 _____

D15. Please provide any additional information you deem relevant to helping us understand the influence of the ADVANCE Fellowship on your career.

Continue to next page.

Section E. Questions for Comparison Purposes

Questions in this section of the survey refer to your status as of October 1, 2008. While we realize that this reference date is unusual, we need to ask the questions in this way to compare your responses as an ADVANCE Fellow to the 2008 data from NSF’s biannual Survey of Doctorate Recipients (SDR).

E1. Were you working for pay or profit during the week of October 1, 2008? (Working includes being self-employed, on a postdoctoral appointment, or on any type of paid or unpaid leave, including vacation. Circle your answer.)

- a. Yes..... 1
- b. No..... 2 **GO TO QE17**

E2. During what month and year did you start this job (that is, the principal job you held during the week of October 1, 2008)?

	Month	Year						
PRINCIPAL JOB STARTED	<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> </tr> </table>			<table border="1" style="display: inline-table; border-collapse: collapse;"> <tr> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> <td style="width: 20px; height: 20px;"></td> </tr> </table>				

E3. As of the week of October 1, 2008, what was your basic annual salary on your principal job, before deductions?

Do not include bonuses, overtime, or additional compensation for summertime teaching or research.

If you were not salaried as of that week, estimate your earned income, excluding business expenses.

\$.00
ANNUAL SALARY OR EARNED INCOME								

E4. Was this salary for the job you held on October 1, 2008, based on a 52-week year or less than that? *Include paid vacation and sick leave.*

- a. 52-week year..... 1
- b. Less than 52 weeks 2

(NUMBER OF WEEKS PER YEAR _____)

E5. During a typical week on your principal job, how many hours did you work?

NUMBER OF HOURS WORKED PER WEEK_____

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ADVANCE Fellows Survey

E6. Which one of the following best describes your principal employer during the week of October 1, 2008? Were you... (Circle one answer.)

SELF-EMPLOYED or a BUSINESS OWNER

- a. In a non-incorporated business, professional practice, or farm..... 1
- b. In an incorporated business, professional practice, or farm..... 2

PRIVATE SECTOR employee

- c. In a for-profit company or organization..... 3
- d. In a non-profit organization (including tax-exempt and charitable organizations)..... 4

GOVERNMENT employee

- e. In a local government (e.g., city, county, school district) 5
- f. In a state government (including state colleges/universities) 6
- g. In the U.S. military service, active duty or Commissioned Corps (e.g., USPHS, NOAA) 7
- h. In the U.S. government (e.g., civilian employee) 8

OTHER type of employee

- i. Other (*specify type of employer*)_____ 9

E7. Was your principal employer an educational institution?

- a. Yes..... 1
- b. No..... 2 **GO TO QE14**

E8. Was the educational institution where you worked a... (Circle one answer.)

- j. Preschool, elementary, middle, or secondary school or system 1 **GO TO QE14**
- k. Two-year college, community college, or technical institute..... 2
- c. Four-year college or university, other than a medical school..... 3
- d. Medical school (including university-affiliated hospital or medical center) 4
- e. University-affiliated research institute..... 5
- f. Other (*specify*)_____ 6

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ADVANCE Fellows Survey

E9. During the week of October 1, 2008, what type of academic position(s) did you hold at this institution? *(Circle all that apply.)*

- a. President, Provost, or Chancellor (any level)..... 1
- b. Dean (any level), department head or chair..... 2
- c. Research faculty, scientist, associate, or fellow..... 3
- d. Teaching faculty..... 4
- e. Adjunct faculty..... 5
- f. Postdoc (e.g., postdoctoral fellow or associate)..... 6
- g. Research assistant..... 7
- h. Teaching assistant..... 8
- i. Other (*specify*)_____ 9

E10. What was your faculty rank? *(Circle one answer.)*

- a. Not applicable: no ranks designated at this institution..... 1
- b. Not applicable: no ranks designated for my position..... 2
- c. Professor..... 3
- d. Associate Professor..... 4
- e. Assistant Professor..... 5
- f. Instructor..... 6
- g. Lecturer..... 7
- h. Other (*specify*)_____ 8

E11. What was your tenure status? *(Circle one answer.)*

- a. Not applicable: no tenure system at this institution..... 1 **GO TO QE16**
- b. Not applicable: no tenure system for my position 2 **GO TO QE16**
- c. Tenured..... 3 **GO TO QE12**
- d. On tenure track but not tenured..... 4 **GO TO QE12**
- e. Not on tenure track..... 5 **GO TO QE16**

E12. When did you begin the tenure-track position you held on October 1, 2008?

Month

Year

**IF TENURED ON
OCTOBER 1, 2008. GO TO
QE13.
IF NOT, GO TO QE16.**

E13. When did you receive tenure?

Month

Year

GO TO QE16

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ADVANCE Fellows Survey

E14. What was the title of the principal job you held during the week of October 1, 2008?

Examples: Laboratory scientist; high school physics teacher

E15. What kind of work were you doing on this job—that is, what were your duties and responsibilities on your principal job? Please be as specific as possible, including any area of specialization.

Examples: Supervising others in conducting bench research in microbiology; teaching AP physics to high school students

E16. How would you rate your overall satisfaction with the principal job you held during the week of October 1, 2008? (*Circle one answer.*)

- Very satisfied..... 1
- Somewhat satisfied..... 2
- Somewhat dissatisfied..... 3
- Very dissatisfied..... 4

E17. Counting all jobs held in 2007, what was your total earned income for 2007, before deductions? (*Include all wages, salaries, bonuses, overtime, commissions, consulting fees, net income from businesses, summertime teaching or research, or other work associated with scholarships.*)

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EARNED INCOME

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ADVANCE Fellows Survey

E18. As of the week of October 1, 2008, were you... (*Circle only one.*)

- Married.....1
- Living in a marriage-like relationship..... 2
- Widowed..... 3
- Separated..... 4
- Divorced..... 5
- Never married.....6

E19. As of the week of October 1, 2008, did you have any children living with you as part of your family?

- a. Yes..... 1
- b. No..... 2

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Section F. Closing

Thank you so much for completing the survey. We appreciate the time you have taken to respond.

- F1. Please attach the most recent copy of your detailed **curriculum vitae** so that we may better understand your career experiences in the context of the ADVANCE Fellows program.

- F2. Please provide your current email address and telephone number and indicate which is the best method of contact should we need to follow up to clarify responses. Once again, we wish to assure you that your responses and all materials you submit will be kept confidential and secure. Moreover, data will never be reported in a way that can be linked to you individually.

Email: _____

Telephone number: _____
Area code

Best method of contact: _____

Thank you, once again, for your help in answering this survey.

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Fellowship recipient: _____

Date received: _____

Alphanumeric identifier: _____

Completed by Westat staff: _____