Attachment A1: Single Institution Organizational Change Ended Survey (IT, PAID)

Thank you for participating in the survey. Please answer survey questions to the best of your knowledge and recollection for the NSF ADVANCE Award *[Award # pre-populated]*. Access to information about the award, such as annual reports, evaluation reports, and internal notes, may be helpful in responding to the questions. Also, if you hover your cursor over a **bolded word**, a small text box will pop up with the definition. The survey was designed so that you can skip sections and questions and focus only on the areas that apply to you. This survey has the following sections.

- Section 1: **Policies** and/or **Procedures**
- Section 2: **Infrastructure** Mechanisms
- Section 3: **Accountability** Structures
- Section 4: Sources of Funding After NSF ADVANCE Funding Ended
- Section 5: Factors that Affect **Sustainability**
- Section 6: ADVANCE Products and Dissemination
- Section 7: Closing Question

Section 1: **Policies** and/or **Procedures**

Please hover your cursor over words in **bold** to see a definition.

This section focuses on **formal policies** and/or **procedures** that existed at *[Awardee Institution pre-populated]* **BEFORE** NSF ADVANCE funding, as well as those the institution/organization **worked on DURING** the grant that **CONTINUED AFTER** the funding ended.

When responding to the questions in this section, consider *only* **formal policies** and/or **procedures** focused on **faculty equity** (with gender as one or the only focus).

Policies and/or **Procedures** that Existed **BEFORE** NSF ADVANCE Funding

1. Do you have knowledge about the existence of any **formal policy** and/or **procedure** focused on **faculty equity** (with gender as one or the only focus) at *[Awardee Institution pre-populated]* **BEFORE** NSF ADVANCE funding? Providing this information will help us establish a baseline for the institution/organization.
    a. Yes…..……………………………………………………………………………………………………...(Go To Q2)
    b. No……...(Go To Q4)

Notes for programmer for Q2: Response option "j" should be exclusive → if "j" is selected in Q2 along with any other letter from "a" – "m", unselect any letters other than "j" and direct the respondent to Q4. Otherwise direct the respondent to Q3.

2. Please select the **category** of **formal policies** and/or **procedures** that existed at *[Awardee Institution pre-populated]* **BEFORE** NSF ADVANCE funding. Consider *only* **formal policies** and/or **procedures** focused on **faculty equity** (with gender as one or the only focus). There may be more than one **policy** and/or **procedure** for each category. Please answer to the best of your knowledge and recollection. *(Select all that apply.)*
    a. **Recruitment and Hiring**
    b. **Dual Career**
    c. **Salary Equity**
    d. **Dependent Care Benefits**
    e. **Parental Leave or Modified Duties**
    f. **Other Accommodations for Pregnant or Lactating Women**
    g. **Stop the Tenure Clock**
    h. **Tenure and Promotion**
    i. **Non-tenure Reappointment and Promotion**

j. Don't recall the specifics of any formal policy and/or procedure
k. Other Category *[80 Character limit]*: *(80 character limit)*
l. Other Category *[80 character limit]*: *(80 character limit)*
m. Other Category *[80 character limit]*: *(80 character limit)*

3. For each **category** of **formal policies** and/or **procedures,** please select the population of focus (**tenured/tenure-track** and/or **non-tenure track** faculty) and the **level(s)** at which it existed in *[Awardee Institution pre-populated]* **BEFORE** NSF ADVANCE funding.

Category of **Policies** and/or **Procedures** *(Pre-populated with Q2, including any responses in the "Other Category")*	Population of Focus *(drop down)*	Levels *(drop down)*
a. **Recruitment and Hiring**	a. Tenured/tenure-track b. Non-tenure-track c. Both "a" and "b" d. Don't know/Don't remember	a. Department b. College/School c. Institutional d. Department and College/School e. Department and Institution f. College/School and Institution g. All 3 levels h. Don't know/Don't remember
b. **Dual Career**		
c. **Salary Equity**		
d. **Dependent Care Benefits**		
e. **Parental Leave or Modified Duties**		
f. **Other Accommodations for Pregnant or Lactating Women**		
g. **Stop the Tenure Clock**		
h. **Tenure and Promotion**		
i. **Non-tenure Reappointment and Promotion**		
j. Other Category *[80 character limit]*: *(80 character limit)*		
k. Other Category *[80 character limit]*: *(80 character limit)*		
l. Other Category *[80 character limit]*: *(80 character limit)*		

Notes for programmer for Q4: Response option "m" should be exclusive → if "m" is selected in Q4 along with any other letter from "a" – "l", unselect any letters other than "m" and direct the respondent to Q7. Otherwise direct the respondent to Q5.

Policies and/or **Procedures Worked on DURING** the NSF ADVANCE Grant that **CONTINUED AFTER** the Funding Ended

4. Please select the **categories** of **formal policies** and/or **procedures** that *[Awardee Institution pre-populated]* **worked on DURING** the NSF ADVANCE grant that **CONTINUED AFTER** the funding ended even if the **policy** and/or **procedure** is not still in place today. Consider *only* the **formal policies** and/or **procedures** focused on **faculty equity** (with gender as one or the only focus). *(Select all that apply.)*
   a. **Recruitment and Hiring**
   b. **Dual Career**
   c. **Salary Equity**
   d. **Dependent Care Benefits**
   e. **Parental Leave or Modified Duties**
   f. **Other Accommodations for Pregnant or Lactating Women**
   g. **Stop the Tenure Clock**
   h. **Tenure and Promotion**
   i. **Non-tenure Reappointment and Promotion**
   j. Other Category *[80 character limit]*: *(80 character limit)*
   k. Other Category *[80 character limit]*: *(80 character limit)*
   l. Other Category *[80 character limit]*: *(80 character limit)*
   m. Not Applicable

5. For each **category** of **formal policies** and/or **procedures** that *[Awardee Institution pre-populated]* **worked on DURING** the NSF ADVANCE grant that **CONTINUED AFTER** the funding ended, please select the population of focus (**tenured/tenure-track** and/or **non-tenure track** faculty) and the **level(s)** at which it was **worked on**.

Category of **Policies** and/or **Procedures** *(Pre-populate with response options selected in Q4, including any responses in the "Other Category")*	Population of Focus *(drop down)*	Levels *(drop down)*
a. **Recruitment and Hiring**	a. Tenured/tenure-track	a. Department b. College/School c. Institutional
b. **Dual Career**	b. Non-tenure-track	

Category of Policies and/or Procedures *(Pre-populate with response options selected in Q4, including any responses in the "Other Category")*	Population of Focus *(drop down)*	Levels *(drop down)*
c. **Salary Equity** d. **Dependent Care Benefits** e. **Parental Leave or Modified Duties** f. **Other Accommodations for Pregnant or Lactating Women** g. **Stop the Tenure Clock** h. **Tenure and Promotion** i. **Non-tenure Reappointment and Promotion** j. Other Category *[80 character limit]*: *(80 character limit)* k. Other Category *[80 character limit]*: *(80 character limit)* l. Other Category *[80 character limit]*: *(80 character limit)*	c. Both "a" and "b" d. Don't know/remember	d. Department and College/School e. Department and Institution f. College/School and Institution g. All 3 levels h. Don't know/Don't remember

6. For each **category** of **formal policies** and/or **procedures,** please select the range of years it **CONTINUED AFTER** NSF ADVANCE funding ended at *[Awardee Institution pre-populated]*. If two or more **policies** and/or **procedures** exist within the same **category,** please specify the range of years for the most *recent* **policy** and/or **procedure**. Example: If the institution has two policies in the Recruitment and Hiring category **(**one still in place today and the other one having ended in 2012), report on the policy that is still in place today.

Category of Policies and/or Procedures *(Pre-populate with response options selected in Q4, including any responses in the "Other Category")*	**CONTINUED AFTER** NSF ADVANCE funding ended for… *(drop down)*
a. **Recruitment and Hiring** b. **Dual Career** c. **Salary Equity** d. **Dependent Care Benefits** e. **Parental Leave or Modified Duties** f. **Other Accommodations for Pregnant or Lactating Women** g. **Stop the Tenure Clock** h. **Tenure and Promotion** i. **Non-tenure Reappointment and Promotion** j. Other Category *[80 character limit]*: *(80 character limit)* k. Other Category *[80 character limit]*: *(80 character limit)* l. Other Category *[80 character limit]*: *(80 character limit)*	a. <1 year b. 1-2 years c. 3-5 years d. 5+ years e. Still in place today f. Don't know/Don't remember

Section 2: **Infrastructure** Mechanisms

Please hover your cursor over words in **bold** to see a definition.

This section focuses on the **infrastructure** mechanisms that existed at *[Awardee Institution pre-populated]* **BEFORE** NSF ADVANCE funding, as well as those the institution/organization **worked on DURING** the grant that **CONTINUED AFTER** the funding ended.

Please *do not* focus on infrastructure required for your institution of higher education to comply with laws and rules as an employer (such as reporting data to the U.S. Department of Education, human resource offices, having a Title IX point of contact, etc.). When responding to the questions in this section, please consider *only* **infrastructure** mechanisms that served a primary purpose related to **faculty equity** (with gender as one or the only focus).

Infrastructure Mechanisms that Existed **BEFORE** NSF ADVANCE Funding

7. Do you have knowledge about the existence of any **infrastructure** mechanisms that served a primary purpose related to **faculty equity** (with gender as one or the only focus) at *[Awardee Institution pre-populated]* **BEFORE** NSF ADVANCE funding? Providing this information will help us establish a baseline for the institution.
   a. Yes…..………………………………………………….……………………………………………...(Go To Q8)
   b. No…....……………………………………………………………………………………………...(Go To Q9)

Notes for programmer for Q8: Response option "j" should be exclusive → if "j" is selected in Q8 along with any other letter from "a" – "m", unselect any letters other than "j".

8. Please select the **infrastructure** mechanism(s) that existed at *[Awardee Institution pre-populated]* **BEFORE** NSF ADVANCE funding. Consider *only* **infrastructure** mechanisms that served a primary purpose related to **faculty equity** (with gender as one or the only focus). Please answer to the best of your knowledge and recollection. *(Select all that apply.)*
   a. One or more administrative office(s) that address **faculty equity**, exclusively or as part of a broader portfolio
   b. Full-time and/or part-time position(s) dedicated to **faculty equity** efforts
   c. Operating budget for **faculty equity** efforts
   d. Collection of **faculty equity** data
   e. Regular administration of faculty climate survey(s)
   f. Reporting/sharing of faculty climate survey results with stakeholders
   g. Data-informed process(es) to monitor equity in recruiting and hiring faculty
   h. Data-informed process(es) to monitor equity in evaluating and retaining faculty
   i. Data-informed process(es) to monitor equity in tenure and promotion decisions
   j. Don't recall the specifics of any infrastructure mechanism
   k. Other Mechanism *[80 character limit]*: *(80 character limit)*
   l. Other Mechanism *[80 character limit]*: *(80 character limit)*
   m. Other Mechanism *[80 character limit]*: *(80 character limit)*

Notes for programmer for Q9: Response option "m" should be exclusive → if "m" is selected in Q9 along with any other letter from "a" – "l", unselect any letters other than "m" and direct the respondent to Q12. Otherwise direct the respondent to Q10.

Infrastructure Mechanisms **Worked on DURING** the NSF ADVANCE Grant that **CONTINUED AFTER** the Funding Ended

9. Please select the **infrastructure** mechanism(s) that *[Awardee Institution pre-populated]* **worked on DURING** the NSF ADVANCE grant that **CONTINUED AFTER** the funding ended, even if the **infrastructure** mechanism is not still in place today. Consider *only* **infrastructure** mechanisms that served a primary purpose related to **faculty equity** (with gender as one or the only focus). *(Select all that apply.)*
   a. One or more administrative office(s) that address **faculty equity**, exclusively or as part of a broader portfolio
   b. Full-time and/or part-time position(s) dedicated to **faculty equity** efforts
   c. Operating budget for **faculty equity** efforts
   d. Collection of **faculty equity** data
   e. Regular administration of faculty climate survey(s)
   f. Reporting/sharing of faculty climate survey results with stakeholders
   g. Data-informed process(es) to monitor equity in recruiting and hiring faculty
   h. Data-informed process(es) to monitor equity in evaluating and retaining faculty
   i. Data-informed process(es) to monitor equity in tenure and promotion decisions
   j. Other Mechanism *[80 character limit]*: *(80 character limit)*
   k. Other Mechanism *[80 character limit]*: *(80 character limit)*
   l. Other Mechanism *[80 character limit]*: *(80 character limit)*
   m. Not Applicable

10. For each **infrastructure** mechanism that *[Awardee Institution pre-populated]* **worked on DURING** the NSF ADVANCE grant that **CONTINUED AFTER** the funding ended, please select the **level(s)** at which it was **worked on**.

Infrastructure Mechanisms *(Pre-populate with Q9, including responses in the "Other Mechanisms")*	Levels *(drop down)*
a. One or more administrative office(s) that address **faculty equity**, exclusively or as part of a broader portfolio	a. Department
b. Full-time and/or part-time position(s) dedicated to **faculty equity** efforts	b. College/School
c. Operating budget for **faculty equity** efforts	c. Institutional
d. Collection of **faculty equity** data	d. Department and College/School
e. Regular administration of faculty climate survey(s)	e. Department and Institution
f. Reporting/sharing of faculty climate survey results with stakeholders	f. College/School and Institution
g. Data-informed process(es) to monitor equity in recruiting and hiring faculty	g. All 3 levels
h. Data-informed process(es) to monitor equity in evaluating and retaining faculty	h. Don't know/Don't remember
i. Data-informed process(es) to monitor equity in tenure and promotion decisions	
j. Other Mechanism *[80 character limit]*: *(80 character limit)*	
k. Other Mechanism *[80 character limit]*: *(80 character limit)*	
l. Other Mechanism *[80 character limit]*: *(80 character limit)*	

11. For each **infrastructure** mechanism that *[Awardee Institution pre-populated]* **worked on DURING** the NSF ADVANCE grant, please select the range of years that the **infrastructure** mechanism **CONTINUED AFTER** NSF ADVANCE funding ended.

Infrastructure Mechanism *(Pre-populate with Q9, including any responses in the "Other Mechaniams"))*	**CONTINUED AFTER** NSF ADVANCE funding ended for… *(drop down)*
a. One or more administrative office(s) that address **faculty equity**, exclusively or as part of a broader portfolio	a. <1 year
b. Full-time and/or part-time position(s) dedicated to **faculty equity** efforts	b. 1-2 years
c. Operating budget for **faculty equity** efforts	c. 3-5 years
d. Collection of **faculty equity** data	d. 5+ years
e. Regular administration of faculty climate survey(s)	e. Still in place today
f. Reporting/sharing of faculty climate survey results with stakeholders	f. Don't know/Don't remember
g. Data-informed process(es) to monitor equity in recruiting and hiring faculty	
h. Data-informed process(es) to monitor equity in evaluating and retaining faculty	
i. Data-informed process(es) to monitor equity in tenure and promotion decisions	
j. Other Mechanism *[80 character limit]*: *(80 character limit)*	
k. Other Mechanism *[80 character limit]*: *(80 character limit)*	
l. Other Mechanism *[80 character limit]*: *(80 character limit)*	

Section 3: **Accountability** Structures

Please hover your cursor over words in **bold** to see a definition.

This section focuses on the **accountability** structures that existed at *[Awardee Institution pre-populated]* **BEFORE** NSF ADVANCE funding, as well as those the institution/organization **worked on DURING** the grant that **CONTINUED AFTER** the funding ended. When responding to the questions in this section, please consider *only* **accountability** structures that served a primary purpose related to **faculty equity** (with gender as one or the only focus).

<u>**Accountability** Structures that Existed **BEFORE** NSF ADVANCE Funding</u>

12. Do you have knowledge about the existence of any **accountability** structures that served a primary purpose related to **faculty equity** (with gender as one or the only focus) at *[Awardee Institution pre-populated]* **BEFORE** NSF ADVANCE funding? Providing this information will help us establish a baseline for the institution.
    a. Yes…..…….(Go To Q13)
    b. No…..……………………………………………………………………………………………………...(Go To Q14)

Notes for programmer for Q13: Response option "e" should be exclusive → if "e" is selected in Q13 along with any other letter from "a" – "h", unselect any letters other than "e".

13. Please select the **accountability** structures that existed at *[Awardee Institution pre-populated]* **BEFORE** NSF ADVANCE funding. Consider *only* **accountability** structures that served a primary purpose related to **faculty equity** (with gender as one or the only focus). Please answer to the best of your knowledge and recollection. *(Select all that apply.)*
    a. A strategic plan with clearly articulated goal(s) for **faculty equity**
    b. A standing committee of administrators and/or faculty to advise leadership on **faculty equity** issues
    c. Documented expectations for leadership to act on faculty climate survey results
    d. Documented expectations for leadership to act on **faculty equity** data (other than climate survey data)
    e. Don't recall the specifics of any accountability structure
    f. Other Structure *[80 character limit]*: *(80 character limit)*
    g. Other Structure *[80 character limit]*: *(80 character limit)*
    h. Other Structure *[80 character limit]*: *(80 character limit)*

Notes for programmer for Q14: Response option "h" should be exclusive → if "h" is selected in Q14 along with any other letter from "a" – "g", unselect any letters other than "h" and direct the respondent to Q17 if any policies and/or procedures were selected in Q4 and/or infrastructure mechanisms were selected in Q9.
Direct the respondent to Q15 if <u>only</u> letters other than "h" were selected in Q14.
Direct the respondent to Q20 if "h" was selected in Q14 and neither policies and/or procedures in Q4 OR infrastructure mechanisms in Q9 were selected.

<u>**Accountability** Structures **Worked on DURING** the NSF ADVANCE Grant that **CONTINUED AFTER** the Funding Ended</u>

14. Please select the **accountability** structures that *[Awardee Institution pre-populated]* **worked on DURING** the NSF ADVANCE grant that **CONTINUED AFTER** the funding ended, even if the **accountability** structure is not still in place today. Consider *only* **accountability** structures that served a primary purpose related to **faculty equity** (with gender as one or the only focus). *(Select all that apply.)*
    a. A strategic plan with clearly articulated goal(s) for **faculty equity**
    b. A standing committee of administrators and/or faculty to advise leadership on **faculty equity** issues
    c. Documented expectations for leadership to act on faculty climate survey results
    d. Documented expectations for leadership to act on **faculty equity** data (other than climate survey data)
    e. Other Structure *[80 character limit]*: *(80 character limit)*
    f. Other Structure *[80 character limit]*: *(80 character limit)*
    g. Other Structure *[80 character limit]*: *(80 character limit)*
    h. Not Applicable

15. For each **accountability** structure that *[Awardee Institution pre-populated]* **worked on DURING** the NSF ADVANCE grant that **CONTINUED AFTER** the funding ended, please select the **level(s)** at which it was **worked on**.

Accountability Structures *(Pre-populate with Q14, including any responses in the "Other Structures")*		**Levels** *(drop down)*
a.	A strategic plan with clearly articulated goal(s) for **faculty equity**	a. Department
b.	A standing committee of administrators and/or faculty to advise leadership on **faculty equity** issues	b. College/School
c.	Documented expectations for leadership to act on faculty climate survey results	c. Institutional
d.	Documented expectations for leadership to act on **faculty equity** data (other than climate survey data)	d. Department and College/School
e.	Other Structure *[80 character limit]*: *(80 character limit)*	e. Department and Institution
f.	Other Structure *[80 character limit]*: *(80 character limit)*	f. College/School and Institution
g.	Other Structure *[80 character limit]*: *(80 character limit)*	g. All 3 levels h. Don't know/Don't remember

16. For each **accountability** structure that *[Awardee Institution pre-populated]* **worked on DURING** the NSF ADVANCE grant, please select the range of years that the structure **CONTINUED AFTER** NSF ADVANCE funding ended.

Accountability Structures *(Pre-populate with Q14, including any responses in the "Other Structures")*	**CONTINUED AFTER** NSF ADVANCE funding ended for… *(drop down)*
a. A strategic plan with clearly articulated goal(s) for **faculty equity**	b. <1 year
b. A standing committee of administrators and/or faculty to advise leadership on **faculty equity** issues	c. 1-2 years
c. Documented expectations for leadership to act on faculty climate survey results	d. 3-5 years
d. Documented expectations for leadership to act on **faculty equity** data (other than climate survey data)	e. 5+ years
e. Other Structure *[80 character limit]*: *(80 character limit)*	f. Still in place today
f. Other Structure *[80 character limit]*: *(80 character limit)*	g. Don't know/Don't remember
g. Other Structure *[80 character limit]*: *(80 character limit)*	

Notes for programmer: Section 4 below is for respondents that have indicated that strategies have CONTINUED AFTER funding ended. Those who made policy and/or procedure selections in Q4, infrastructure mechanism selections in Q9, and accountability structure selections in Q14 will be directed here.

Section 4: Sources of Funding **AFTER** NSF ADVANCE Funding Ended
Please hover your cursor over words in **bold** to see a definition. This section focuses on the sources of funding for **ADVANCE strategies** that **CONTINUED AFTER** NSF ADVANCE funding ended.

17. Did **ADVANCE strategies** that **CONTINUED AFTER** NSF ADVANCE funding ended require funding?
    a. Yes..(Go to Q18)
    b. No..(Go to Q19)
    c. Don't know/Don't remember..(Go to Q19)

18. How were the **ADVANCE strategies** funded **AFTER** NSF ADVANCE funding ended? *(Select all that apply.)*
    a. Institution/organization funds
    b. Private funds
    c. Another NSF ADVANCE grant
    d. NSF funds other than ADVANCE
    e. Federal funds other than NSF
    f. Don't know/Don't remember
    g. Other *[80 character limit]*: *(80 character limit)*

Notes for programmer: Section 5 Q19 below is for respondents that have indicated that strategies have CONTINUED AFTER funding ended. Those who made policy and/or procedure selections in Q4, infrastructure mechanism selections in Q9, and accountability structure selections in Q14 will be directed here. Q20 is for everyone.

Section 5: Factors that Affect **Sustainability**
Please hover your cursor over words in **bold** to see a definition. This section focuses on factors that may have played a part in **ADVANCE strategies CONTINUING AFTER** NSF ADVANCE funding ended, as well as challenges and barriers to continuation.

19. Please indicate how important each factor was in facilitating the continuation of **ADVANCE strategies** at *[Awardee Institution pre-populated]* **https://www.nsf.gov/pubs/policydocs/papp/aag_1.jspAFTER** NSF ADVANCE funding ended.

Factors that Affect **Sustainability**	1 Not Important	2 Slightly Important	3 Moderately Important	4 Very Important	5 Extremely Important	Factor does not apply
a. Incorporation of **ADVANCE strategies** into the portfolio of one or more administration office(s) within institution/organization						
b. Incorporation of **ADVANCE strategies** into the policies and/or procedures of the institution/organization						
c. Support/buy-in of **ADVANCE strategies** by faculty/members of organization						
d. Continuity of ADVANCE project leadership						
e. Continuity of institutional/organizational leadership						
f. Continuity of partner participation in ADVANCE project						
g. Evidence of **ADVANCE strategy**'s effectiveness						
h. Clearly articulated **sustainability** plan for **ADVANCE strategies**						
i. Collaborations among units within institutions (e.g., human resources office, etc.)						
j. Low to no cost to continue **ADVANCE strategies**						
k. Other Factor *[150 character limit]*: *(150 character limit)*						
l. Other Factor *[150 character limit]*: *(150 character limit)*						
m. Other Factor *[150 character limit]*: *(150 character limit)*						

20. What were the main challenges and/or barriers to continuing **ADVANCE strategies** in *[Awardee Institution pre-populated]* **AFTER** NSF ADVANCE funding ended? Examples include: changes in institution's leadership; the cost of continuing activities; no institutional infrastructure to continue the work; STEM faculty resistance; limited opportunity for hiring; budget cuts to higher education in the state; and/or difficulty in measuring ADVANCE impact. *[200 character limit]*
    (Open ended – 200 character limit)

Section 6: ADVANCE Products and Dissemination

Please hover your cursor over words in **bold** to see a definition.

This section focuses on products (e.g., **toolkits**, **materials**, and **resources**) that resulted from the NSF ADVANCE funding, as well as their dissemination to others within and/or outside the institution/organization (e.g., institutions, societies, public). Publications are excluded.

21. Were there any products (e.g., **toolkits**, **materials**, and **resources**) created as a result of the NSF ADVANCE funding? Please exclude publications that resulted from the NSF ADVANCE funding, which will be obtained through other sources.
    a. Yes...(Go to Q22)
    b. No...(Go to Q24)
    c. Don't know/Don't remember...(Go to Q24)

22. Please provide a description for up to 10 **toolkits**, **materials**, or other **resources** that resulted from *[Awardee Institution pre-populated]*'s NSF ADVANCE funding. In addition, please indicate if any product was disseminated to others within and/or outside the institution/organization.

Product Name *[25 character limit]* *(25 character limit)*	Describe **toolkit**, **material**, or **resource** *[150 character limit]* *(150 character limit)*	Disseminated? *(drop down)*
1. *(25 character limit)*	1. *[150 character limit]*	a. Yes, within the institution/organization…………………………(Go to Q23)
2. *(25 character limit)*	2. *[150 character limit]*	b. Yes, outside the institution/organization…………………………(Go to Q23)
3. *(25 character limit)*	3. *[150 character limit]*	c. Both "a" and "b" …………….………………………………...(Go to Q23)
4. *(25 character limit)*	4. *[150 character limit]*	d. No, did not disseminate……………….………………….…….(Go to Q25)
5. *(25 character limit)*	**5.** *[150 character limit]*	e. Don't know/Don't remember…………………….………………..(Go to Q25)
6. *(25 character limit)*	6. *[150 character limit]*	
7. *(25 character limit)*	7. *[150 character limit]*	
8. *(25 character limit)*	8. *[150 character limit]*	
9. *(25 character limit)*	9. *[150 character limit]*	
10. *(25 character limit)*	10. *[150 character limit]*	

23. Please indicate which **toolkits**, **materials**, or other **resources** are currently being disseminated.

Product Name *[pre-populated with products names in column "Product_Name" from Q22]*	Currently Being Disseminated? *(drop down)*
1. *(150 character limit)*	a. Yes……………………………………………………………………………..(Go to Q24)
2. *(150 character limit)*	b. No……………………………………………………………………….....(Go to Q24)
3. *(150 character limit)*	c. Don't know/Don't remember……………………………………...…………(Go to Q24)
4. *(150 character limit)*	
5. *(150 character limit)*	
6. *(150 character limit)*	
7. *(150 character limit)*	
8. *(150 character limit)*	
9. *(150 character limit)*	
10. *(150 character limit)*	

24. How are/were the **toolkits**, **materials**, or other **resources** disseminated? *(Select all that apply.)*
    a. Program Website
    b. Training Workshop(s)
    c. Professional Meetings/Conferences
    d. Professional Societies
    e. Conference Proceedings W/ Articles
    f. Papers and/or Reports
    g. Peer-reviewed journal articles
    h. Ad-hoc Informal Discussions
    i. Twitter, LinkedIn, Facebook, etc.
    j. Listservs
    k. ARC Network
    l. Collaboration with other institution

m. **Compensated consultant work**
n. Don't know/Don't remember
o. Other *[80 character limit]*: *(80 character limit)*

Section 7: Closing Question

Please hover your cursor over words in **bold** to see a definition.

25. Please describe the impacts of the NSF ADVANCE project on the **culture** and/or **climate** of *[Awardee Institution pre-populated]*, if any. Examples include: increased perceptions of transparency and fairness in the tenure and promotion processes; expectations of diversity, equity, and inclusion (DEI) considerations in strategic planning; higher acceptance rate by those offered faculty positions; increased positive change in faculty climate surveys; and increased DEI language in leadership's speeches and institutional reports and documents. *[200 character limit]*
(Open ended – 200 character limit)