

Attachment A2: Single Institution Organizational Change Ongoing Survey (IT, PAID, and Adaptation)

OMB # XXXX-XXXX Exp: XX-XXXX

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Thank you for participating in the survey. We realize that the NSF ADVANCE Award [*Award # pre-populated*] is still ongoing at [*Awardee Institution pre-populated*]. Please answer survey questions to the best of your knowledge based on what you have done to date. 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: Factors that Affect **Sustainability**
- Section 5: ADVANCE Products and Dissemination
- Section 6: 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 has **worked on DURING** the grant.

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 <i>(Pre-populated with Q2, including any responses in the "Other Category")</i>	Population of Focus <i>(drop down)</i>	Levels <i>(drop down)</i>
a. Recruitment and Hiring	a. Tenured/tenure-track	a. Department
b. Dual Career	b. Non-tenure-track	b. College/School
c. Salary Equity	c. Both "a" and "b"	c. Institutional
d. Dependent Care Benefits	d. Don't know/Don't remember	d. Department and College/School
e. Parental Leave or Modified Duties		e. Department and Institution
f. Other Accommodations for Pregnant or Lactating Women		f. College/School and Institution
g. Stop the Tenure Clock		g. All 3 levels
h. Tenure and Promotion		h. Don't know/Don't remember
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 Q6. Otherwise direct the respondent to Q5.

Policies and/or Procedures Worked on DURING the NSF ADVANCE Grant

4. Please select the **categories** of **formal policies** and/or **procedures** that [Awardee Institution pre-populated] has **worked on DURING** the NSF ADVANCE grant. 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] has **worked on DURING** the NSF ADVANCE grant, please select the population of focus (**tenured/tenure-track** and/or **non-tenure track** faculty) and the **level(s)** at which it has been **worked on**.

Category of Policies and/or Procedures <i>(Pre-populate with response options selected in Q4, including any responses in the "Other Category")</i>	Population of Focus <i>(drop down)</i>	Levels <i>(drop down)</i>
a. Recruitment and Hiring	a. Tenured/tenure-track	a. Department

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

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 has **worked on DURING** the grant.

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 serve a primary purpose related to **faculty equity** (with gender as one or the only focus).

Infrastructure Mechanisms that Existed BEFORE NSF ADVANCE Funding

- 6. 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 Q7)
 - b. No.....(Go To Q8)

Notes for programmer for Q7: Response option “j” should be exclusive → if “j” is selected in Q7 along with any other letter from “a” – “m”, unselect any letters other than “j”.

- 7. 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 Q8: Response option “m” should be exclusive → if “m” is selected in Q8 along with any other letter from “a” – “l”, unselect any letters other than “m” and direct the respondent to Q10. Otherwise direct the respondent to Q9.

Infrastructure Mechanisms Worked on DURING the NSF ADVANCE Grant

- 8. Please select the **infrastructure** mechanism(s) that *[Awardee Institution pre-populated]* has **worked on DURING** the NSF ADVANCE grant. Consider *only* **infrastructure** mechanisms that serve 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

9. For each **infrastructure** mechanism that *[Awardee Institution pre-populated]* has **worked on DURING** the NSF ADVANCE grant, please select the **level(s)** at which it has been **worked on**.

Infrastructure Mechanisms <i>(Pre-populate with Q8, including responses in the "Other Mechanisms")</i>	Levels <i>(drop down)</i>
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]: <i>(80 character limit)</i>	
k. Other Mechanism [80 character limit]: <i>(80 character limit)</i>	
l. Other Mechanism [80 character limit]: <i>(80 character limit)</i>	

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 has **worked on DURING** the grant.

When responding to the questions in this section, please consider *only* **accountability** structures that serve a primary purpose related to **faculty equity** (with gender as one or the only focus).

Accountability Structures that Existed BEFORE NSF ADVANCE Funding

10. 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 Q11)
- b. No.....(Go To Q12)

Notes for programmer for Q11: Response option "e" should be exclusive → if "e" is selected in Q11 along with any other letter from "a" – "h", unselect any letters other than "e".

11. 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 Q12: Response option "h" should be exclusive → if "h" is selected in Q12 along with any other letter from "a" – "g", unselect any letters other than "h" and direct the respondent to Q14 if any policies and/or procedures were selected in Q4 and/or infrastructure mechanisms were selected in Q8.

Direct the respondent to Q13 if only letters other than "h" were selected in Q14.

Direct the respondent to Q16 if "h" was selected in Q12 and neither policies and/or procedures in Q4 OR infrastructure mechanisms in Q8 were selected.

Accountability Structures Worked on DURING the NSF ADVANCE Grant

12. Please select the **accountability** structures that *[Awardee Institution pre-populated]* has **worked on DURING** the NSF ADVANCE grant. Consider *only* **accountability** structures that serve 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

13. For each **accountability** structure that [Awardee Institution pre-populated] has **worked on DURING** the NSF ADVANCE grant, please select the **level(s)** at which it has been **worked on**.

Accountability Structures <i>(Pre-populate with Q12, including any responses in the "Other Structures")</i>	Levels <i>(drop down)</i>
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

Section 4: Factors that Affect Sustainability

Please hover your cursor over words in **bold** to see a definition. This section focuses on factors that may play a part in **ADVANCE strategies CONTINUING AFTER** NSF ADVANCE funding ends, as well as challenges and barriers to continuation.

14. Please indicate how important you anticipate each factor will be in facilitating the continuation of **ADVANCE strategies** at [Awardee Institution pre-populated] https://www.nsf.gov/pubs/policydocs/papp/aag_1.jsp **AFTER** NSF ADVANCE funding ends.

Factors that May 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)						

15. What do you anticipate will be the main challenges and/or barriers to continuing **ADVANCE strategies** in [Awardee Institution pre-populated] **AFTER** NSF ADVANCE funding ends? 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 5: 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 have resulted from the NSF ADVANCE funding thus far, as well as their dissemination to others within and/or outside the institution/organization (e.g., institutions, societies, public). Publications are excluded.

16. Have any products (e.g., **toolkits, materials, and resources**) been created as a result of the NSF ADVANCE funding thus far? Please exclude publications that have resulted from the NSF ADVANCE funding, which will be obtained through other sources.
- a. Yes.....(Go to Q17)
 - b. No.....(Go to Q19)
 - c. Don't know/Don't remember.....(Go to Q19)

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

Product Name <i>[25 character limit]</i> <i>(25 character limit)</i>	Describe toolkit, material, or resource <i>[150 character limit]</i> <i>(150 character limit)</i>	Disseminated? <i>(drop down)</i>
1. <i>(25 character limit)</i>	1. <i>[150 character limit]</i>	a. Yes, within the institution/organization..... <i>(Go to Q18)</i>
2. <i>(25 character limit)</i>	2. <i>[150 character limit]</i>	b. Yes, outside the institution/organization..... <i>(Go to Q18)</i>
3. <i>(25 character limit)</i>	3. <i>[150 character limit]</i>	c. Both "a" and "b" <i>(Go to Q18)</i>
4. <i>(25 character limit)</i>	4. <i>[150 character limit]</i>	d. No, did not disseminate..... <i>(Go to Q19)</i>
5. <i>(25 character limit)</i>	5. <i>[150 character limit]</i>	e. Don't know/Don't remember..... <i>(Go to Q19)</i>
6. <i>(25 character limit)</i>	6. <i>[150 character limit]</i>	
7. <i>(25 character limit)</i>	7. <i>[150 character limit]</i>	
8. <i>(25 character limit)</i>	8. <i>[150 character limit]</i>	
9. <i>(25 character limit)</i>	9. <i>[150 character limit]</i>	
10. <i>(25 character limit)</i>	10. <i>[150 character limit]</i>	

18. 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 6: Closing Question

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

19. Please describe the impacts of the NSF ADVANCE project on the **culture** and/or **climate** of *[Awardee Institution pre-populated]* thus far, 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)