

Attachment A7: General ADVANCE Ongoing Survey (PLAN-IHE, PLAN-D, Adaptation, and Partnership)

OMB # XXXX-XXXX Exp: XX-XXXX

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 XXXX-XXXX. Public reporting burden for this collection of information is estimated to average 30 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, Alexandria, VA 22314.

Thank you for participating in this survey. Please answer survey questions to the best of your knowledge for the NSF ADVANCE Award [*Award # pre-populated*]. We understand that this award has recently ended or will be ending shortly. If you hover your cursor over a **bolded word**, a small text box will pop up with the definition. The following types of ADVANCE awards are being surveyed: Partnerships for Learning and Adaptation Networks – Institutions of Higher Education (PLAN-IHE), Partnerships for Learning and Adaptation Networks – STEM Disciplines (PLAN-D), Adaptations, and Partnerships.

Access to information about the award, such as annual reports, evaluation reports, and internal notes, may be helpful in responding to the questions. This survey was designed so that you can skip sections and questions and focus only on the areas that apply to the ADVANCE project. This survey has 4 sections.

- Section 1: **ADVANCE Strategies**
- Section 2: Factors that Affect **Sustainability**
- Section 3: ADVANCE Products and Dissemination
- Section 4: Closing Question

Section 1: ADVANCE Strategies

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

1. Please indicate which of the following types of strategies the ADVANCE project team **worked on DURING** NSF ADVANCE funding.
 - For **partnership projects** focused primarily on **ADVANCE strategies** at the partner institutions/organizations, please answer for the [*Awardee Institution pre-populated*] rather than for the collective work of the **partnership project**.
 - If the **partnership project** focused on **ADVANCE strategies** implemented beyond the partner institutions/organizations (for example with international, national, regional, and/or state scope), please answer for the collective work of the **partnership project**.
 - For projects that do not fall under the definition of a **partnership project**, please answer based on the project strategies.

Types of Strategies	Worked on DURING NSF ADVANCE funding		
	Yes	No	Don't know/Don't Remember
a. Skill development for faculty, deans, department chairs, and/or other academic leaders (e.g., Leadership Training, Awareness training of faculty equity issues; Training on implementing faculty equity strategies; Training on using faculty equity data to inform decision making; etc.)	Go to Skill (Q2)	Go to Products (Q7)	Go to Products (Q7)
b. Other activity and/or intervention aimed to transform the culture and climate of institutions and/or STEM discipline(s) (e.g., creating prestigious rewards and recognitions for excellent teaching and service; developing and supporting affinity groups of faculty; etc). Exclude products (e.g., toolkits , materials , and resources) developed as part of the project. Information about products will be collected in a separate section of this survey	Go to Other Strategies (Q3)	Go to Products (Q7)	Go to Products (Q7)
c. Policies and/or procedures focused on faculty equity (with gender as one or the only focus) for tenured/tenure-track and/or non-tenure track faculty (e.g., Dual Career , Parental Leave or Modified Duties , Stop the Tenure Clock , etc.)	Go to Policies and/or Procedures (Q4)	Go to Products (Q7)	Go to Products (Q7)

Note: Once the entire table has been filled out, the respondents should be directed as stated below:

- **Situation 1:**
 - o If Q1a, Q1b, and Q1c (the whole table) = “No” and/or “Don’t Know/Don’t remember”, then go to Q7.
- **Situation 2:**
 - o If Q1a= “Yes”, Go to Q2
 - o If Q1b= “Yes”, Go to Q3
 - o If Q1c= “Yes”, Go to Q4
 - o **NOTE: If the respondent checks “Yes” for 2 or more of these options, they should go to all of the corresponding sub-sections in order and then go to the next applicable question. Example: If Q1a = “Yes” and Q1c= “Yes”, then the**

respondent will go to Q2 and fill out the whole sub-section, then go to Q4 and fill out the whole sub-section, then go to the next applicable question.

Skill Development Efforts

2. Please indicate the **skill development** efforts of the ADVANCE project and their target group(s) **DURING** NSF ADVANCE funding. (Select all that apply.)

Skill Development Efforts	Target Groups										
	President/ Chancellor	Provost	Dean	Dept. Chair /Head	Faculty Search Cmte.	Admin. Search Cmte.	Tenured/ tenure- track faculty	Non- tenure track faculty	IDK/IDR	Effort Listed is N/A	Target Group Listed in N/A
a. Awareness training of faculty equity issues											
b. Awareness of intersectional issues impacting faculty											
c. Training on implementing faculty equity strategies											
d. Coaching to implement faculty equity strategies											
e. Training on implementing intersectional gender equity strategies											
f. Resources to implement faculty equity strategies											
g. Training on using faculty equity data to inform decision making											
h. General leadership training											
i. Other Effort (include target group) [150 Character limit]: (150 character limit)											
j. Other Effort (include target group) [150 character limit]: (150 character limit)											
k. Other Effort (include target group) [150 character limit]: (150 character limit)											

Note: Display this sub-section only if 1b = “Yes”

Other Strategies to Transform Culture and Climate

3. Please list up to five additional activities and/or interventions not already discussed, that aim to transform the **culture** and **climate** of institutions and/or STEM discipline(s).

ADVANCE Strategies [150 character limit]
1. (150 character limit)
2. (150 character limit)
3. (150 character limit)
4. (150 character limit)
5. (150 character limit)

Note: Display this sub-section only if 1c = “Yes”

Policies and/or Procedures Focused on Faculty Equity

4. For each **category of formal policies** and/or **procedures** below, please select the population of focus (**tenured/tenure-track** and/or **non-tenure track** faculty). Select “Not Applicable” for any **policy** and/or **procedure category** that was not an area of focus during the grant.

Category of Policies and/or Procedures	Tenured/tenure-track faculty	Non-tenure track faculty	Not Applicable
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)			

Section 2: Factors that Affect Sustainability

Please hover your cursor over words in **bold** to see a definition. This section focuses on the enabling factors and barriers that likely contribute to **ADVANCE strategies CONTINUING AFTER** the NSF ADVANCE funding ends.

5. In your opinion, please indicate how important each factor was or will be in facilitating the continuation of strategies of the ADVANCE project.
- For **partnership projects** focused primarily on **ADVANCE strategies** at the partner institutions/organizations, please answer for the *[Awardee Institution pre-populated]* rather than for the collective work of the **partnership project**.
 - If the **partnership project** focused on **ADVANCE strategies** implemented beyond the partner institutions/organizations (for example with international, national, regional, and/or state scope), please answer for the collective work of the **partnership project**.
 - For projects that do not fall under the definition of a **partnership project**, please answer based on the project strategies.

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)						

6. In your opinion, what were or will be the main challenges and/or barriers to continuing **ADVANCE strategies** after NSF ADVANCE funding ended or will end? 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 3: 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, as well as their dissemination to others outside of the ADVANCE project (e.g., institutions, societies, public). Publications are excluded.

7. Have any products (e.g., **toolkits, materials, and resources**) been created as a result of the NSF ADVANCE funding? Please exclude publications that resulted from the ADVANCE grant, which will be obtained through other sources.
- Yes.....(Go to Q8)
 - No.....(Go to Q10)
 - Don't know/Don't remember.....(Go to Q10)

8. Please provide a description for up to five **toolkits, materials, or other resources** that have resulted from the NSF ADVANCE funding. In addition, please indicate if any product developed with NSF ADVANCE funding has been disseminated to others outside of the ADVANCE project.

Product Name [25 character limit] (25 character limit)	Describe toolkit, material, or resource [150 character limit] (150 character limit)	Disseminated to others outside the ADVANCE project? (drop down)
1. [25 character limit]	1. [150 character limit]	a. Yes.....(Go to Q9)
2. [25 character limit]	2. [150 character limit]	b. No.....(Go to Q10)
3. [25 character limit]	3. [150 character limit]	c. Don't know/Don't remember.....(Go to Q10)
4. [25 character limit]	4. [150 character limit]	
5. [25 character limit]	5. [150 character limit]	

9. How are/were the **toolkits, materials, or other resources** disseminated? (*Select all that apply.*)
- Program Website
 - Training Workshop(s)
 - Professional Meetings/Conferences
 - Professional Societies
 - Conference Proceedings W/ Articles
 - Papers and/or Reports
 - 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 4: Closing Question

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

10. In your opinion, what has been or will be the most important impact of the ADVANCE project and why? Examples include: creation of a learning community of academic leaders; improved mentoring program for mid-career success of women faculty in STEM; creation of communities of department chairs/heads to network and learn from each other; multi-institutional expansion or dissemination of a model effective in promoting gender equity. [*200 character limit*]
(*Open ended – 200 character limit*)