

Attachment A3: Partnership Ended Survey (PAID, PLAN-IHE, and PLAN-D)

OMB # XXXX-XXXX Exp: XX-XXXX

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Thank you for participating in this survey. Please answer survey questions to the best of your knowledge and recollection for the NSF ADVANCE Award [*Award # pre-populated*]. 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 have been categorized as **partnership projects**: Partnerships for Adaptation, Implementation, and Dissemination (PAID), Partnerships for Learning and Adaptation Networks – Institutions of Higher Education (PLAN-IHE), Partnerships for Learning and Adaptation Networks – STEM Disciplines (PLAN-D), and Partnerships.

Only [*Awardee Institution pre-populated*], the lead of a **partnership project**, has been invited to complete this survey for Award ID [*Award #*]. Access to information about the award, such as annual reports, evaluation reports, and internal notes, may be helpful in responding to the questions. Please respond to survey questions based on the collective work of the **partnership project** and not the individual work of each partner. This survey was designed so that you can skip sections and questions and focus only on the areas that apply to the **partnership project**. This survey has 5 sections.

- Section 1: **ADVANCE Strategies**
- Section 2: Sources of Funding After NSF Funding Ended
- Section 3: Factors that Affect **Sustainability**
- Section 4: ADVANCE Products and Dissemination
- Section 5: Closing Question

Section 1: **ADVANCE Strategies**

Please hover your cursor over words in **bold** to see a definition. This section focuses on the strategies that the **partnership project worked on DURING** the NSF ADVANCE funding. Please respond to the questions in this section based on the collective work of the **partnership project** and not the individual work of each partner. Please answer to the best of your knowledge and recollection.

1. Please indicate which of the following types of strategies your **partnership project worked on DURING** NSF ADVANCE funding. Please hover your cursor over words in **bold** to see a definition.

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 on faculty equity; Training on implementing faculty equity strategies; Training on using faculty equity data to inform decision making; etc.)	Go to Skill (Q2)	Go to Products (Q14)	Go to Products (Q14)
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 (Q5)	Go to Products (Q14)	Go to Products (Q14)
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 (Q7)	Go to Products (Q14)	Go to Products (Q14)

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 Q14.
- **Situation 2:**
 - o If Q1a= “Yes”, Go to Q2
 - o If Q1b= “Yes”, Go to Q5
 - o If Q1c= “Yes”, Go to Q7
 - 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 Q7 and fill out the whole sub-section, then go to the next applicable question.

Skill Development Efforts

2. Please indicate the **skill development** efforts that were part of your **partnership 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 on faculty equity											
a. Awareness of intersectional issues impacting faculty											
b. Training on implementing faculty equity strategies											
c. Coaching to implement faculty equity strategies											
d. Training on implementing intersectional gender equity strategies											
e. Resources to implement faculty equity strategies											
f. Training on using faculty equity data to inform decision making											
g. General leadership training											
h. Other Effort (include target group) [150 Character limit]: (150 character limit)											
i. Other Effort (include target group) [150 character limit]: (150 character limit)											
j. Other Effort (include target group) [150 character limit]: (150 character limit)											

3. For each **skill development** effort, please indicate if it **CONTINUED AFTER** NSF ADVANCE funding ended. When responding to his question, please keep in mind the efforts of the collective **partnership project** and not the individual work of each partner.

Skill Development Efforts <i>[PRE-POPULATED WITH ALL SKILL DEVELOPMENT EFFORTS FROM Q2 FOR WHICH TARGET GROUP CATEGORIES "IDK/IDR" AND "SKILL EFFORT LISTED IS N/A" WERE NOT SELECTED]</i>	Did it CONTINUE AFTER NSF ADVANCE funding ended? <i>(drop down)</i>
	a. Yes
	b. No
	c. Don't know/Don't remember

Note:
 If Q3 = "Yes", Go to Q4
 If Q3 = "No" or "Don't know/Don't remember" and Q1b and Q1c = "No" or "Don't know/Don't remember", Go to Q14
 If Q3 = "No" or "Don't know/Don't remember" and Q1b = "Yes", Go to Q5
 If Q3 = "No" or "Don't know/Don't remember" and Q1c = "Yes", Go to Q7
 If Q3 = "No" or "Don't know/Don't remember" and Q1b and Q1c = "Yes", Go to Q5 and have the respondent fill out the sub-section, then Go to Q7

4. Please select the range of years that the **skill development** effort **CONTINUED AFTER** NSF ADVANCE funding ended.

Skill development efforts that CONTINUED AFTER NSF ADVANCE funding ended <i>[PRE-POPULATED WITH SKILL DEVELOPMENT EFFORTS FROM Q3 WITH WHICH RESPONSE OPTION "a" IS SELECTED IN COLUMN 2]</i>	CONTINUED AFTER NSF ADVANCE funding ended for... <i>(drop down)</i>
	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

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

Other Strategies to Transform Culture and Climate

5. Please list up to five additional activities and/or interventions not already discussed, that aimed to transform the **culture** and **climate** of institutions and/or STEM discipline(s). Please indicate whether or not they **CONTINUED AFTER** NSF ADVANCE funding ended. When responding to this question, keep in mind the collective work of the **partnership project** and not the individual work of each partner.

Please do not list any 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.

ADVANCE Strategies [150 character limit]	Did it CONTINUE AFTER NSF ADVANCE funding ended? <i>(drop down)</i>
1. (150 character limit)	a. Yes
2. (150 character limit)	b. No
3. (150 character limit)	c. Don't know/Don't remember
4. (150 character limit)	
5. (150 character limit)	

Note:

If Q5 = "Yes", Go to Q6

If Q5 = "No" or "Don't know/Don't remember" and Q1a and Q1c = "No" or "Don't know/Don't remember", Go to Q13

If Q5 = "No" or "Don't know/Don't remember" and Q1c = "Yes", Go to Q7

6. Please select the range of years that the activities and/or interventions **CONTINUED AFTER** NSF ADVANCE funding ended.

ADVANCE Strategies <i>[PRE-POPULATED WITH STRATEGIES PROVIDED IN Q5 WITH WHICH RESPONSE OPTION "a" IS SELECTED IN COLUMN 2]</i>	CONTINUED AFTER NSF ADVANCE funding ended for... <i>(drop down)</i>
	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

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

Policies and/or Procedures Focused on Faculty Equity

7. For each **category of formal policies and/or procedures** that your **partnership project** focused on, please select the population of focus (**tenured/tenure-track** and/or **non-tenure track** faculty). Select "Not Applicable" if your **partnership project** did not focus on a **policy and/or procedure category** listed below. When responding to this question, keep in mind the collective work of the **partnership project** and not the individual work of each partner.

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)			

8. For each **category of formal policies and/or procedures**, please indicate if it **CONTINUED AFTER** NSF ADVANCE funding ended. If a **category of policies and/or procedures CONTINUED AFTER** NSF ADVANCE funding ended at some institutions and not at others, please report for the institutions in which it continued.

Category of Policies and/or Procedures <i>[PRE-POPULATED WITH POLICIES AND/OR PROCEDURES WITH WHICH ANYTHING OTHER THAN "N/A" WAS SELECTED IN Q7]</i>	Did it CONTINUE AFTER NSF ADVANCE funding ended? <i>(drop down)</i>
	a. Yes
	b. No
	c. Don't know/Don't remember

Note:

If Q8 = "Yes", Go to Q9

If Q8 = "No" or "Don't know/Don't remember" and Q3 and Q5 = "No" or "Don't know/Don't remember", Go to Q13

If Q8 = "No" or "Don't know/Don't remember" and Q3 or Q5 = "Yes", Go to Q10

9. Please select the range of years that the **formal policies and/or procedures CONTINUED AFTER** NSF ADVANCE funding ended. If a **category of policies and/or procedures CONTINUED AFTER** NSF ADVANCE funding ended for different lengths of time at different institutions, please report the longest range of years the **category** has continued overall.

Category of Policies and/or Procedures that CONTINUED AFTER NSF ADVANCE funding ended <i>[PRE-POPULATED WITH APPLICABLE POLICIES AND/OR PROCEDURES IN Q8 FOR WHICH RESPONSE OPTION "A" IS SELECTED]</i>	CONTINUED AFTER NSF ADVANCE funding ended for... <i>(drop down)</i>
	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: 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.

10. Did **ADVANCE strategies** that **CONTINUED AFTER** NSF ADVANCE funding ended require funding?
- a. Yes.....(Go to Q11)
- b. No.....(Go to Q12)
11. How were the **ADVANCE strategies** funded **AFTER** NSF ADVANCE funding ended? When responding to this question, please keep in mind the efforts of the collective **partnership project** and not the individual work of each partner. *(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)*

Section 3: 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 may have played a part in **ADVANCE strategies CONTINUING AFTER** NSF ADVANCE funding ended.

12. Please indicate how important each factor was in facilitating the continuation of strategies of the **partnership project** after NSF ADVANCE funding ended. The **partnership project** may have focused on one or more STEM disciplines, and/or carried out activities for women faculty with specific characteristic (race, ethnicity, faculty appointment type, etc.) at institutions/organizations within or outside the partnership.
- If the **partnership project** 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**.

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]: <i>(150 character limit)</i>						
l. Other Factor [150 character limit]: <i>(150 character limit)</i>						
m. Other Factor [150 character limit]: <i>(150 character limit)</i>						

13. What were the main challenges and/or barriers to continuing **ADVANCE strategies AFTER** NSF ADVANCE funding ended? Please answer for the collective work of the **partnership project**. 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 4: 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 outside of *[Awardee Institution pre-populated]*'s **partnership project** (e.g., institutions, societies, public). Publications are excluded.

14. 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 ADVANCE grant, which will be obtained through other sources.
- a. Yes.....(Go to Q15)
 - b. No.....(Go to Q18)
 - c. Don't know/Don't remember.....(Go to Q18)
15. Please provide a description for up to five **toolkits, materials, or other resources** that resulted from the **partnership project**. In addition, please indicate if any product developed with NSF ADVANCE funding was disseminated to others outside of the **partnership 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 partnership? (drop down)
1. (25 character limit)	1. [150 character limit]	a. Yes.....(Go to Q16)
2. (25 character limit)	2. [150 character limit]	b. No.....(Go to Q18)
3. (25 character limit)	3. [150 character limit]	c. Don't know/Don't remember.....(Go to Q18)
4. (25 character limit)	4. [150 character limit]	
5. (25 character limit)	5. [150 character limit]	

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

Product Name [pre-populated with products names in column "Product Name" from Q15]	Currently Being Disseminated? (drop down)
1. (150 character limit)	a. Yes.....(Go to Q17)
2. (150 character limit)	b. No.....(Go to Q17)
3. (150 character limit)	c. Don't know/Don't remember.....(Go to Q17)
4. (150 character limit)	
5. (150 character limit)	

17. 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 5: Closing Question

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

18. In your opinion, what was the most important impact of *[Awardee Institution pre-populated]*'s **partnership 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)

