Attachment A8: ADVANCE Institutional Transformation (IT) Applicant Survey

Thank you for participating in the survey. Please answer survey questions to the best of your knowledge and recollection for the NSF ADVANCE proposal *[insert Proposal #]*. Access to information about the proposal 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 major sections.

- Impact of Developing the ADVANCE IT proposal
- Changes Resulting from Developing the ADVANCE IT proposal
- Products and Dissemination

Section 1: Impact of Developing the ADVANCE IT Proposal
Please hover your cursor over words in **bold** to see a definition. This section focuses on the impacts, if any, of the NSF ADVANCE Institutional Transformation (IT) proposal development at *[Proposal Institution pre-populated]*.

1. Please rate the positive impact(s) that the development of the NSF ADVANCE IT proposal had on the institution and populations at *[Proposal Institution pre-populated]*.

Impacts	0 No Impact	1 Minor Impact	2 Moderate Impact	3 Major Impact	IDK/ IDR	Not Applicable
a. Awareness within the institution that **gender equity** issues for STEM faculty exist						
b. Willingness among the *institution's leadership* to discuss **gender equity** issues for STEM faculty						
c. Willingness among *faculty* to discuss **gender equity** issues for STEM faculty						
d. Empowerment of *junior faculty* to raise concerns regarding **faculty equity** issues						
e. Empowerment of *senior faculty* to raise concerns regarding **faculty equity** issues						
f. Career direction of *those who developed* the ADVANCE IT proposal						
g. Awareness within the *institution* that **faculty equity** issues for non-STEM faculty exist						

2. Please list any impacts (whether positive or negative) of developing the NSF ADVANCE IT proposal, which were not captured in the **previous question**.*[200 character limit]*
(Open ended – 200 character limit)

3. Did the development of the NSF ADVANCE IT proposal result in submitting social science research proposal(s) to NSF programs (other than ADVANCE) or other funders? When responding to this question, *please consider proposals on **faculty equity** issues that were funded, as well as those that were not funded*.
   a. Yes...(Go to Q4)
   b. No...(Go to Q5)
   c. Don't know/Don't remember...(Go to Q5)

4. For up to five of the social science research proposals on **faculty equity** issues, please provide the topic and research questions and indicate whether or not it was funded.

Provide topic and research questions of social science proposals on faculty equity *[200 character limit per proposal]* *[200 character limit]*	Funded? *(drop down)*	
1. *(200 character limit)*	a.	Yes
2. *(200 character limit)*	b.	No
3. *(200 character limit)*	c.	Don't know/Don't remember
4. *(200 character limit)*		
5. *(200 character limit)*		

Section 2: **Changes** Resulting from Developing the ADVANCE IT Proposal
Please hover your cursor over words in **bold** to see a definition. This section focuses on **changes** at *[Proposal Institution pre-populated]* that may have resulted from developing the NSF ADVANCE Institutional Transformation (IT) proposal.

5. Did *[Proposal Institution pre-populated]* make **changes** in any of the following areas as a result of developing the ADVANCE IT proposal? Please hover your cursor over the words in **bold** to see their definitions.

Area	Made **Changes**?		
	Yes	No	Don't know/Don't remember
a. **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 Section 3*	*Go to Section 7*	*Go to Section 7*
b. **Infrastructure** mechanisms that supported **faculty equity** efforts (e.g., office space, operating budget, full or part-time staff, collection of faculty equity, data-informed process to monitor equity in tenure and promotion decisions, etc.)	*Go to Section 4*	*Go to Section 7*	*Go to Section 7*
c. **Accountability** structures that supported **faculty equity** efforts (e.g., a strategic plan with clearly articulated goal(s) for faculty equity; a standing committee of administrators and/or faculty to advise leadership on faculty equity issues; documented expectations for leadership to act on faculty climate survey results, etc.)	*Go to Section 5*	*Go to Section 7*	*Go to Section 7*
d. Other activity and/or intervention aimed to transform the **culture** and **climate** of institution/organization (e.g., mentoring, train the trainer, networking, 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 Section 6*	*Go to Section 7*	*Go to Section 7*

Note: Once the <u>entire table has been filled out</u>, the respondents should be directed as stated below:
- *Situation 1:*
  - o *If Q5a, Q5b, Q5c, and Q5d (the whole table) = "No" and/or "Don't Know/Don't remember", then go to Q10.*
- *Situation 2:*
  - o *If Q5a= "Yes", Go to Q6*
  - o *If Q5b= "Yes", Go to Q7*
  - o *If Q5c= "Yes", Go to Q8*
  - o *If Q5d = "Yes", Go to Q9*

NOTE: If the respondent checks "Yes" for 2 or more of these options, they should go to all of the corresponding sections in order and <u>then go to the next applicable question</u>. Example: If Q5a = "Yes" and Q5c= "Yes", the respondent will go to Q6 and then go to Q8, then go to the next applicable question.

Section 3: **Policies** and/or **Procedures**
Please hover your cursor over words in **bold** to see a definition. 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).

6. Please indicate which of the following **categories** of **formal policies** and/or **procedures** below were **changed** <u>after</u> developing the NSF ADVANCE IT proposal.

Category of **Policies** and/or **Procedures**	**Changes** Made? *(drop down)*
a. **Recruitment and Hiring**	a. Yes
b. **Dual Career**	b. No
c. **Salary Equity**	c. Do not have policies and/or procedures in that category
d. **Dependent Care Benefits**	d. Don't know/Don't remember
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 4: **Infrastructure** Mechanisms
Please hover your cursor over words in **bold** to see a definition. When responding to the question 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). 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.).

7. Please indicate which of the following **infrastructure** mechanisms were **changed** <u>after</u> developing the NSF ADVANCE IT proposal.

Infrastructure Mechanisms	Changes Made? *(drop down)*
a. One or more administrative office(s) that address **faculty equity**, exclusively or as part of a broader portfolio	a. Yes
b. Full-time and/or part-time position(s) dedicated to **faculty equity** efforts	b. No
c. Operating budget for **faculty equity** efforts	c. Don't know/Don't remember
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)*	

Section 5: **Accountability** Structures
Please hover your cursor over words in **bold** to see a definition. When responding to the question 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).

8. Please indicate which of the following **accountability** structures were **changed** <u>after</u> developing the NSF ADVANCE IT proposal.

Accountability Structures	Changes Made? *(drop down)*
a. A strategic plan with clearly articulated goal(s) for **faculty equity**	a. Yes
b. A standing committee of administrators and/or faculty to advise leadership on **faculty equity** issues	b. No
c. Documented expectations for leadership to act on faculty climate survey results	c. Don't know/Don't remember
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)*	

Section 6: Other Activities or Interventions
Please hover your cursor over words in **bold** to see a definition.

9. Please describe up to five activities and/or interventions focused on **faculty equity** (with gender as one or the only focus) that were **changed** <u>after</u> developing the NSF ADVANCE IT proposal.

Activities/Interventions
1. *(150 character limit)*
2. *(150 character limit)*
3. *(150 character limit)*
4. *(150 character limit)*
5. *(150 character limit)*

Section 7: 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**), created by *[Proposal Institution pre-populated]* as a result of the NSF ADVANCE IT proposal or changes made after the proposal development, as well as their dissemination to others within and/or outside the institution/organization (e.g., institutions, societies, public). Publications are excluded.

10. Were there any products (e.g., **toolkits**, **materials**, and **resources**) created as a result of the NSF ADVANCE proposal development process? Please exclude publications, which will be obtained through other sources.
    a. Yes..(Go to Q11)
    b. No...(End Survey)
    c. Don't know/Don't remember..(End Survey)

11. Please provide a description for up to five **toolkits**, **materials**, or other **resources** created that resulted from the NSF ADVANCE IT proposal development process. 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 Q11)
2. *(25 character limit)*	2. *[150 character limit]*	b. Yes, outside the institution/organization……………....…..(Go to Q11)
3. *(25 character limit)*	3. *[150 character limit]*	c. Both "a" and "b" ……………......................................…..(Go to Q11)
4. *(25 character limit)*	4. *[150 character limit]*	d. No, did not disseminate…………………………....…..(End Survey)
5. *(25 character limit)*	5. *[150 character limit]*	e. Don't know/Don't remember……………....………..…..(End Survey)

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

Product Name *[pre-populated with products names in column "Product Name" from Q11]*	Currently Being Disseminated? *(drop down)*
1. *(150 character limit)*	a. Yes…………………………………………………………………………..(Go to Q13)
2. *(150 character limit)*	b. No……………………………………………………………………...(Go to Q13)
3. *(150 character limit)*	c. Don't know/Don't remember…………………………………...……..(Go to Q13)
4. *(150 character limit)*	
5. *(150 character limit)*	

13. How are/were **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)*