

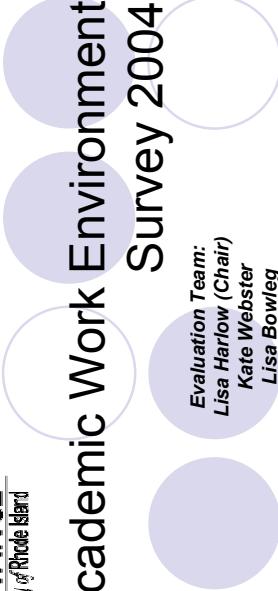
Survey Components

- 2 primary components:
 - UMich, Utah State tapered to URI
 - Transtheoretical Model staging measure
- Data collection components:
 - Employment data (appointment, tenure clock, resources, start-up)
 - Productivity data (teaching, service, leadership, publications, etc.)
 - Recognition, awards
 - Career Satisfaction
 - Mentoring
 - Work Environment (& level of influence, gender, discrimination, dept. leader, relationships)
 - Demographics, including partner information
 - Work-family Balance
- Readiness-to-change component (TTM):
 - How willing to engage in 4 key behaviors to promote women in science



Survey and URI Initiatives

- Confirmation for need for proactive efforts
- Campus-wide effort → benefits to all
- Emphasis on work-family balance
- Provides readiness-for-change assessment on various levels
- Provides basis for TTM intervention strategies



ADVANCE
University of Rhode Island

Academic Work Environment Survey 2004

Evaluation Team:

- Lisa Harlow (Chair)*
- Kate Webster*
- Lisa Bowleg*
- Barb Silver*

Barbara Silver, ADVANCE Program Director
Presented at the ADVANCE National Conference,
G-Tech, Atlanta, Georgia
April 21, 2004



Transtheoretical Model for Change Readiness-for-Change Staging Instrument

- Will serve to validate new measure
- Based on input from 4 focus groups
- Assess willingness to engage in:
 1. Creating opportunities for collaboration
 2. Enhancing competency through mentoring
 3. Providing resources for doing research
 4. Generating support through community

Methods – Survey Development

- Parsimony - Length vs. comprehensive
- Topics supported by 4 focus groups
- Reviewed by multiple sources
- Targets research and tenure faculty
- Typed in Excel

Methods - Marketing

- Meetings with Council of Deans, Chairs, All-faculty meetings
 - How effort is unique and why so valuable
 - Benefits to individuals, departments, colleges, university
 - Benefits to ALL faculty
 - Warning about size and sensitive questions
 - Emphasis on confidentiality, anonymity, careful reporting
 - Incentives! 3-5 \$100 gift certificates to depts. with 75% return
 - Letter of support from Provost mailed 1 week prior
- Question: How to make survey relevant to resistant or busy faculty

Methods - Dissemination

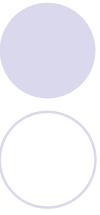
- Printed as booklet with return postcard and addressed envelope
- Hand delivered to dept. chairs
- Option of web-based version
- Individual follow-up emails planned

Question: How to improve response rate?

Methods – Data entry and analysis

- Dual entry – manual double entry and web download into SPSS
- WebSurveyer software
- Questions: How to define comparison groups? How to map individuals longitudinally?

Methods – Data Analysis



1. Psychometric analyses to develop scales
2. Group differential statistics
3. Prediction/correlational model testing
4. Longitudinal analyses