

DRAFT: HBCU FACULTY-Student Exchange Program

Inputs	Strategies	Outputs	Outcomes		Impacts (Long Term-Conditions)
			(Short Term-Learning)	(Medium Term-Action)	
<p>Faculty from HBCUs, TNCC, and W&M</p> <p>Students from HBCUs, TNCC, and W&M</p> <p>Salary support from institution</p> <p>Salary support from external funding (HHMI)</p> <p>Departmental support</p> <p>Faculty mentors</p> <p>Mechanisms for tracking and evaluation</p> <p>Laboratory space</p> <p>Equipment</p> <p>Free housing for students (cost share from W&M)</p>	<p>Provide support for ten weeks of full time research for student and faculty teams</p> <p>Provide opportunities for weekly pizza lunches to discuss topics relevant to science research</p> <p>Provide students with opportunities for leadership of summer research students</p> <p>Provide funding to attend meetings</p> <p>Provide funding for research supplies</p>	<p>Five faculty-student research teams complete ten weeks of collaborative research</p> <p>Weekly lab meetings</p> <p>Weekly pizza lunches on topics related to research</p> <p>Social events—biweekly barbeques</p> <p>Journal clubs</p> <p>End of the semester symposium</p>	<p>Faculty student teams accumulate preliminary and/or potentially publishable data</p> <p>Students present data at lab meetings, local undergraduate research symposia</p> <p>Students' attitudes toward research become increasingly positive</p> <p>Students and faculty continue with research during academic year</p>	<p>Publications resulting from collaborations</p> <p>Grant applications resulting from collaborations</p> <p>Successful funding resulting from collaborations; joint grant proposals</p> <p>Student applications to graduate school</p>	<p>Tenure and retention for HBCU and TNCC faculty partners</p> <p>Increase in diversity in the sciences</p> <p>Productive new directions for W&M faculty</p> <p>Retention of students from underrepresented groups</p> <p>Success of students in graduate school/medical school</p> <p>Success in multi-institutional grants, partnerships and collaborations</p> <p>Long term partnerships among institutions</p>

DRAFT: FACULTY DEVELOPMENT EVALUATION FRAMEWORK EXAMPLE

Evaluation Questions for OUTCOMES	Possible Indicators/Measures	Possible Data Collection Methods and Information Sources	Rank/Priority (include brief rationale)
<p>1. Has the program resulted in successful mentoring of students?</p> <p>2. Has the summer experience resulted in research productivity?</p> <p>3. Does the collaboration result in long term success of both the students and faculty members?</p> <p>4. Does the program serve as a good model for increasing diversity in the sciences? Has the program had an impact beyond the institution?</p>	<p>1.a. Student demand to do research with faculty members (and in his/her area) increases; b. Students demonstrate positive attitude toward research c. Students are able to produce results d. Students participate in science related activities e. Students continue in research during academic year</p> <p>2. a. Faculty-student teams acquire and prepare data for grants, presentations and publication b. Research is continued by teams during the academic year</p> <p>3. a. Faculty obtain external funding b. Faculty demonstrate publications c. Faculty present talks at meetings d. Faculty obtain tenure and promotion e. Students pursue post-graduate work in science related fields f. W&M institutionalized program</p> <p>4. a. Program becomes implemented in other departments and other universities b. Faculty outside of W&M ask for information/material about program c. Faculty have success in new positions; they become active in effort to diversify science d. Science education publications and presentations related to the program e. Science education funding; funding for increasing diversity in the sciences awarded to participants</p>	<p>1, 2. a. Pre post tests b. Exit questionnaire c. Interview d. Focus group e. SURE/CURE f. Tracking undergraduate research g. Course evaluations h. Classroom observations i. Reports from peers j. Registrar records k. Course catalog l. Performance review m. Citations n. CVs o. Funder's reports p. Tracking data from our online system q. Self evaluations r. Performance reviews</p> <p>3. a. Publications, presentations, grant funding from postdoctoral fellows b. Student research tracking; publications and presentations from students (and methods above)</p> <p>4. a. Publications, grant funding b. Citations of publications c. Invited talks on both science and pedagogy d. Undergraduate long term tracking e.g. PhD programs entered e. Collaborations outside of W&M</p>	<p>Items are ranked based on how soon they can be captured during and after program activities (strategies) have occurred. However all questions and measures will be evaluated during and after each activity in order to capture the ongoing, longer-term changes in impact. That is, we expect to see increasing impact over time.</p>