



Inputs	Outputs	Outcomes		
		Short-Term	Medium-Term	Long-Term
Workshops for Deans and Chairs	Consent Forms	Awareness of cultural assumptions	Sustained discussion of cultural assumptions	Permanent change in department/college culture
	Toolkits			
	Active Discussion	Skills to affect change	Commitment to alter institutional culture and policy	Changed institutional policy
	Attendance at quarterly meetings	Think critically about the workshop materials		
Leadership Inventory (Pre and Post)	Articulate the benefits and problem areas of the workshops	Receive improved/targeted workshop training in the future	Increase ability to identify and alter institutional policies that are not culturally sensitive	
	Interviews Completed		Continue to discuss workshop material outside of the workshop context	Increase commitment to be continuously aware of cultural assumptions
Action Learning Teams	Deans appoint team	Think critically about the culture problems in their specific departments	Work collaboratively to find and implement methods of addressing culture issues	Permanent change in department/college culture
	Portfolios/Action Plans created	Sustained discussion among members of different departments about culture issues		
	Quarterly meetings held and attended			Changed institutional policy

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Peer Mentoring Circles	Held Monthly	Opportunity to share concerns and experiences	Increase feelings of support	Retention of women faculty
	Attended regularly	Meet other women in STEM	Increase professional connections	Increase interdisciplinary opportunity
	Consent forms			
	Active discussion	Learn new strategies for handling problems	Apply new strategies for handling problems	Increased success & productivity of women faculty
	Journals	Reflect on personal growth, coping and leadership abilities	Take on mentoring roles outside the circle	Create a supportive institutional culture
	Annual Response Essays		Feel empowered to take on new roles	More representation of women in leadership roles
	Surveys/ Questionnaires	Think critically about the benefits and problems of peer mentoring	Adjust the format and/or content of circle discussions	
Entrepreneurship Workshops	Attended regularly	Learn about opportunities for entrepreneurial activity	Increase entrepreneurial activity among STEM women	Increase entrepreneurial success among women
	Consent forms	Learn skills for successful entrepreneurship	Increase demand for institutional support of entrepreneurial activity	Increase institutional support for entrepreneurship
	Self assessment (pre & post)	Learn how to translate academic success into entrepreneurship and vice versa		Increase institutional and cultural recognition of entrepreneurial success
	Evaluations, Surveys, & Follow-up			