

INPUTS	ACTIVITIES AND OUTPUTS		PROGRAM OUTCOMES	INSTITUTIONAL TRANSFORMATION
Resources	Activities Designed to Address Three Institutional Levels		Short and Midterm Outcomes for Three Institutional Levels	Longterm Outcomes
<ul style="list-style-type: none"> • ADVANCE PI, Co-PIs • ADVANCE Project Manager, Senior Personnel • ADVANCE Advisory Committees • Institutional Leaders: President, Provost, Vice-Provosts, Deans • Unit Administrators & Leaders: Colleges, Schools, Programs • Faculty • Human Resources • NSF Program -Officers • NSF ADVANCE Grant • ADVANCE Internal and External Evaluators 	<p>Levels</p> <p>Person Level (P): Expose individuals to critical EIJ theories and applications in STEM emphasizing production and reproduction of institutional inequities, exclusion, and injustices and individuals’ perceptions of EIJ access, agency, advocacy, and solidarity actions</p> <p>Symbolic Level (S): Messages/marketing of EIJ ideologies to address language/stereotypes reproducing institutional inequities, exclusion, and injustices</p> <p>Institutional Level (I): EIJ theory applied in practice (participatory democracy, transformative practice, civility) and planning to systemically change the ways higher education structures/maintains power and privilege or confers subordination</p>	<p>Activity Change Strategies</p> <p>Informational Exposure Strategies: A1, A2, A3, A4</p> <ul style="list-style-type: none"> • Evaluate post-exposure on perceived Access; Agency; Advocacy; Solidarity Actions; Knowledge of Issue; Knowledge of Efforts <p>Skill-Building & Behavioral Development Strategies: A1, A2, A4</p> <ul style="list-style-type: none"> • Evaluate Δ Access; Agency; Advocacy; Solidarity Actions; Efforts; Leadership Skills/Behavioral Intentions–Actions <p>Organizational Marketing & Messaging Strategies: A1, A2, A3, A4</p> <ul style="list-style-type: none"> • Evaluate Δ Symbolic (message) Environment through EIJ lens across 6 dimensions of change <p>Institutional Policies, System, & Physical/Social Environment (PSE) Strategies: A1, A3, A4</p> <ul style="list-style-type: none"> • Evaluate Δ PSE through EIJ lens across 4 dimensions of change: Resources; Efforts; Leadership; Climate 	<p>(1)-(P, S, I) - Partner, in solidarity action, with other Oregon State stakeholders to address injustice, be inclusive across differences, and achieve equity to:</p> <p>a) Increase women STEM faculty access to, agency, advocacy, and solidarity actions for resources and supportive efforts, such as child care, dual-career hiring, family-friendly policies, mentoring programs, and/or leadership opportunities/programs.</p> <p>b) Apply social justice lens with a focus on gender equity and inclusion, i.e. OREGON STATE ADVANCE framework, to existing and new resources and efforts, such as child care, dual-career hiring, mentoring programs, family-friendly policies, and leadership opportunities.</p> <p>(2)-(P, S, I) - Raise awareness of EIJ issues in the workplace climate, with a focus on women in STEM, and build communities of support for EIJ recruitment, promotion, and advancement of all women and underrepresented groups in the academy</p> <p>(3)-(P, S, I) - Build skills (advocacy, agency, access, solidarity actions) to:</p> <p>a. Promote transformative practice, participatory democracy, civil institutional community, & systemic change in administrative and faculty performance;</p> <p>b. Build supports for EIJ recruitment, promotion, and advancement, with a focus on women in STEM</p>	<p>(1) Recruitment and Promotion: Increase in number of women STEM/SBS faculty that are equitably and justly recruited, promoted, and advanced at OSU.</p> <p>(2) Institutional Climate: Reflects a shared value for equity, inclusion and justice for faculty women as central, normative components at every level and in every practice.</p> <p>(3) Awareness and Actions: Faculty and administrators are aware of difference, power, and discrimination in the academy and act to sustainably advance equitable, inclusive, and just treatment of women STEM/SBS faculty.</p>
OREGON STATE ADVANCE Activities				
A1. Summer Leadership Seminar	A2. Sponsored Events (lectures, workshops, luncheons)	A3. Roadshows	A4. Influencer Dialogues	
<p>A1. Summer Leadership Seminar Objective - Introduce administrators and faculty with positional authority to systems of oppression theory and difference, power, and discrimination concepts; challenge existing ideologies and stereotypes; offer alternative and inclusive understandings of the relations of power and privilege in STEM to institutionalize equitable, inclusive, and just policies and practices in academic workplace.</p> <p>A2. Sponsored Events Objective - Partner, in solidarity action, with other Oregon State stakeholders to address injustice, be inclusive across differences, and achieve equality; build personal capacity (access, agency, advocacy, and solidarity actions) among the academic workforce to promote transformative practices, participatory democracy, civil institutional societies, and equitable, inclusive, and just systemic change.</p> <p>A3. Roadshows Objective - Raise awareness of EIJ issues in academic disciplines, organizational units, and institutional system, with a focus on women and diversity in STEM.</p> <p>A4. Influencer Dialogues Objective - Build communities, context, and structures for support of equity, inclusion, and justice in faculty recruitment, retention, promotion, and advancement.</p>				
<p>OREGON STATE ADVANCE program activities and objectives are evaluated using RE-AIM logic: Reach (individuals) – Efficacy/Effectiveness (program activities) – Adoption (by unit) – Implementation (policies/practices)– Maintenance (diffusion/sustainability)</p>				