The University of Texas at Austin
Women in Engineering Program
Cockrell School of Engineering

Mission: UTWEP recruits, retains and graduates women to advance gender equity in engineering.

Team Members:
Tricia Berry, Amy Beebe, Ana Dison, Malini Josiam

Website: www.engr.utexas.edu/wep

What key lessons did your team learn throughout the Measuring What Matters series? How to start this process, create a logic model, and map data/survey elements to the logic model

What challenges or roadblocks did your team encounter along the way? Time and capacity to devote to the project
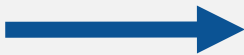
How were these addressed, or how do you plan to address them moving forward? Scheduled time to make progress during weekly staff meetings; Outsourced work to a stakeholder (student employee) to help keep project moving forward

Measuring What Matters Goal Statement:
Create a fully mapped out logic model for UTWEP First Year Student Programming with ties to data elements and survey instruments for improved program assessment and evaluation.

Progress achieved to date:

See graphic

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TEXAS WEP

Women in Engineering Program Evaluation Process

	Phase 1 Defining Motivations May 2020	Phase 2 Understanding Assessment Tools June 2020	Phase 3 Feedback Collection June 2020	Phase 4 Feedback Synthesis July 2020	Phase 5 Update Assessment Tools August 2020	Phase 6 Implement New Tools Fall 2020
Activities Performed	Answered Failing Forward film questions	Introduced to logic model and data audit	Sent logic models to five stakeholder groups (WEP student employee groups) who collaborated to fill them out	Aggregated five logic models into one logic model and used the feedback to inform the data audit	Sourced survey questions from relevant academic research and compared to past surveys to create data driven surveys	Sent out surveys to various student groups, received responses, and began analysis
Tools used	Jamboard Team Goals Worksheet	Logic Model Planner Sample Logic Model Google Sheets	Logic Model Planner Google Docs	Logic Model Template Google Docs Google Sheets	Google Sheets	Qualtrics Excel
Outputs	Answers to questions: - Are there ways alignment of measures can fit into your organization? - Is analysis and learning from assessment data a priority in your organization? -What are the tough questions you would like to ask about your program?	Answers to questions in logic model planning sheet	Each stakeholder group defined : Inputs, Impacts, Activities, Outputs, Targets, Direct Outcomes, Indirect Outcomes	A summarized overview of student employee feedback and aligning feedback with assessment tools	Survey item bank sorted by desired metrics	Survey responses from student groups pertaining to targeted metrics
Outcome	Understand how assessment and metrics fit into WEP initiatives to define final expectations	Figured out how to incorporate student feedback from stakeholder groups	Detailed program interpretation from student employees of WEP	One logic model and data audit informed by student employee program interpretations	3 surveys with questions to measure engineering identity, sense of belonging, and self efficacy	Analysis of baseline metrics for student groups and longitudinal attitudes towards engineering

Looking Ahead

Next steps toward achieving our evaluation and data goals:

- Connect data points to assessment tools and align all with logic model measurable outcomes.
- Repeat this process for our other UTWEP program areas.
- Continue to engage stakeholders in the process.
- Look at using the logic model as a way to tell our story to our stakeholders.

mission x CAPITAL

Measuring What Matters
PRESENTED BY Good Measure

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MWM FINAL PRESENTATION

Malini Josiam, Mechanical Engineering Undergrad Senior

Amy Beebe, Program Coordinator

Ana Dison, Assistant Director

Tricia Berry, Director

@UTWEP

Who is WEP?

Our Mission? UTWEP recruits, retains, and graduates women to advance gender equity in engineering

Where? at UT Austin

Who? 4.25 FT staff members and 30 student part time employees

What were our goals?

Short term goal: Create a fully mapped out logic model for UTWEP First Year Student Programming with ties to data elements and survey instruments for improved program assessment and evaluation

Long term goal: data driven programming for all programs with measurement tools aligned with overarching metric goals

What progress were we able to make?

- Completed logic model - led to understanding of who and what each student initiative is targeted at
- Created survey bank to source survey questions from. Survey bank developed through literature review
- Created new surveys with specific questions tied to engineering identity, sense of belonging, and self efficacy
- Administered surveys to first year students during their first week

What did we learn along the way?

- How to start this process

- How to create a logic model and map data/survey elements to the logic model

- How to find time and capacity to devote to the project by scheduling time to make progress during weekly staff meetings; outsourcing work to a stakeholder (student employee) to help keep project moving forward

- The importance of everyone in the team being on the same page for survey instrumentation creation

Where we plan to go from here:

- Data analysis of first year student surveys
- Longitudinal analysis - throughout semester and through multiple semesters
- Connect data points to assessment tools and align all with logic model measurable outcomes
- Repeat this process for our other UTWEP program areas
- Continue to engage stakeholders in the process
- Look at using the logic model as a way to tell our story to our stakeholder

FIRST YEAR
FYI
INITIATIVE

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