

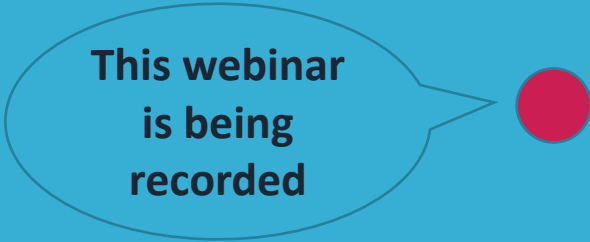
The logo for the Education Development Center (EDC), consisting of the letters "EDC" in white on a dark blue square background.

Education  
Development  
Center

# Lesson Learned from the AGEP ECBC and AGEP Alliances

## An AGEP ECBC Webinar

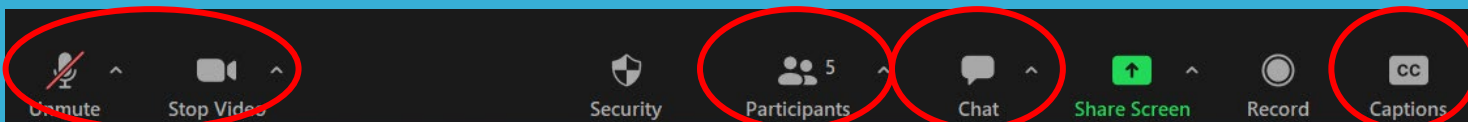
January 31, 2024

A speech bubble containing the text "This webinar is being recorded" with a red dot to its right.

This webinar  
is being  
recorded

### Suggested Webinar Etiquette

1. Make sure your screen name has your name and alliance
2. Mute yourself unless you are talking
3. Turn on video when talking
4. Use the chat to share thoughts, comments, questions at any time
5. Enable captions if wanted
6. Use side by side mode for easy viewing

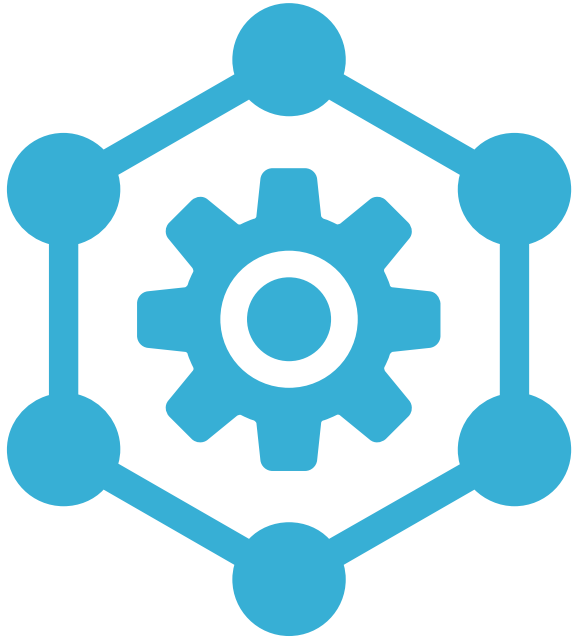


# Agenda



- What's next in AGEP programming
- An ECBC Recap
- AGEP NC Alliance: Evaluation Lessons Learned
- Q&A

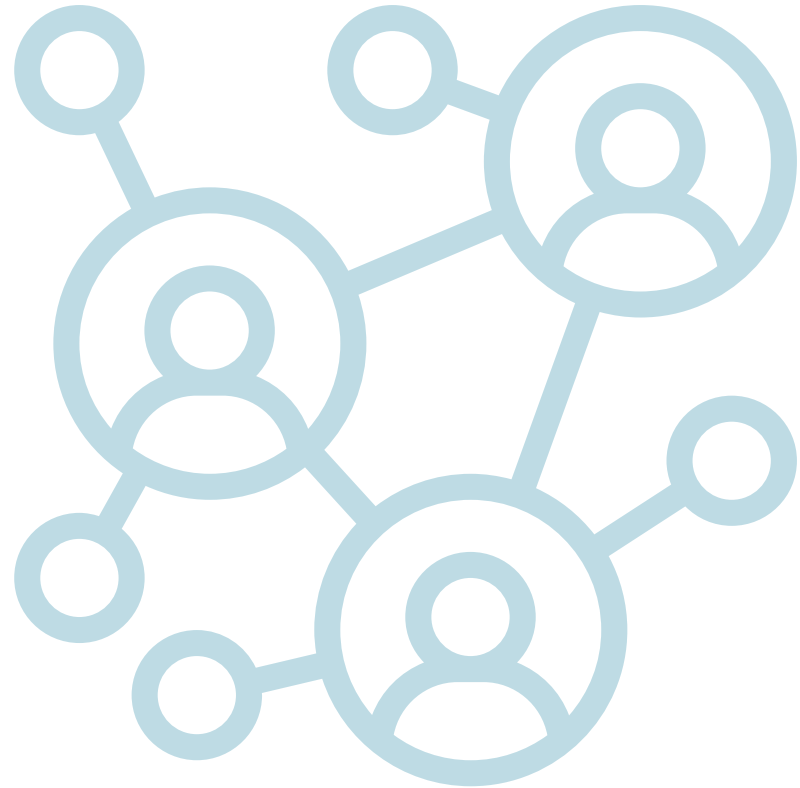
# A reminder: What we set out to do



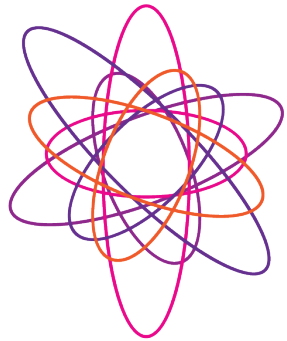
The goal of the AGEP Evaluation Capacity Building Conference (ECBC) was to increase the capacity of evaluators to produce high quality, culturally responsive, contextually relevant, methodologically appropriate evaluations of AGEP Alliances.

# Remarks from NSF

- Reflecting on the ECBC
- Future activities and events for the AGEF Program



# What's next: The AGEP National Research Conference Series!



**AGEP@25**

Celebrating the Past, Creating the Future

When: October 8-10, 2024

Where: DoubleTree by Hilton Washington, DC -  
Crystal City, Arlington VA

Visit <https://agep-nrc.edc.org/>

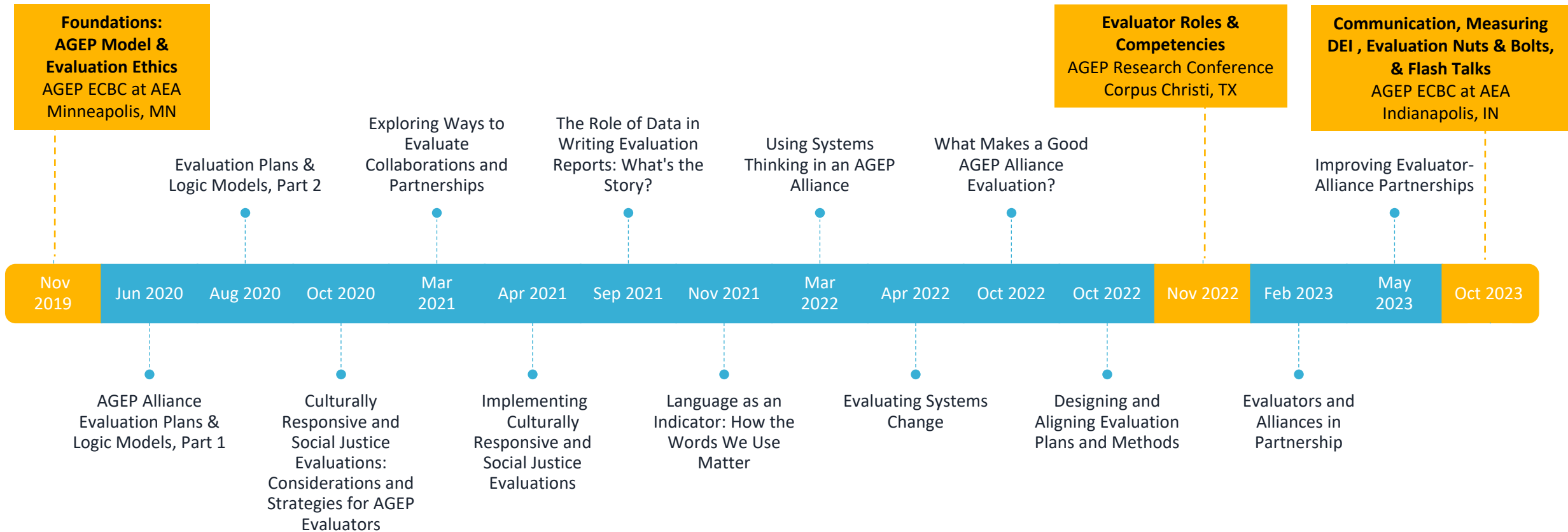
## We need your help!

- Save the date
- Join the LinkedIn group
- Help us find former fellows and students
- Get involved in the planning\*

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# **REFLECTIONS ON 4 YEARS OF THE ECBC**

# AGEP ECBC Timeline



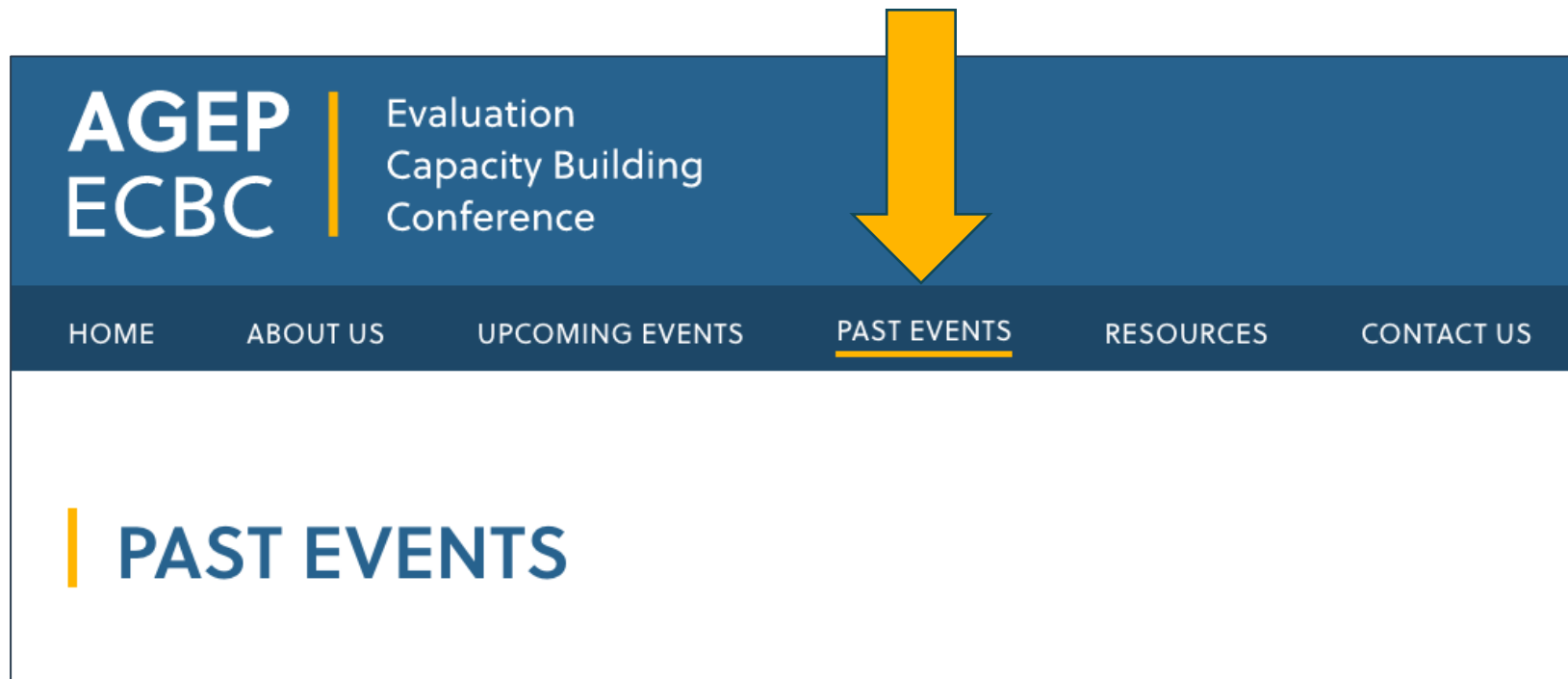
# ECBC Topics

Topic	Sessions (presentations and webinars)
<b>Evaluation theory &amp; practice</b>	Evaluation ethics Evaluation plans and logic models Exploring ways to evaluate collaboration and partnerships The role of data in writing evaluation reports Designing and aligning evaluation plans and methods Evaluator roles and competencies Evaluation nuts & bolts
<b>AGEP Program</b>	AGEP Program Model What makes a good AGEP Alliance evaluation
<b>DEI and culturally responsive practice</b>	Culturally responsive and social justice evaluations: Considerations and strategies Implementing culturally responsive and social justice evaluations Language as an indicator: How the words we use matter Definitions and measurement of DEI
<b>Systems thinking</b>	Using systems thinking in an AGEP Alliance Evaluating systems change
<b>Communication</b>	Evaluators and alliances in partnership Improving evaluator-alliance partnerships Enhancing communication success



# How to find resources on our website

You can find all of our presentations and materials from in-person and online events on our website: <https://agep-ecbc.edc.org>



# Materials included under past events

**EVALUATORS AND ALLIANCES IN PARTNERSHIP**

This event has passed.

This webinar focused on the value of evaluator – Alliance team partnerships for successful evaluations.

[← Evaluation Capacity Building at the AGEP Research Conference](#) [Improving Evaluator-Alliance Partnerships](#) [>](#)

**Event Resources:** Includes the presentation slides and any other materials or resources used during the event.

**Webinar:** Includes a video recording of the webinar.

Note: In-person events do not include recordings.


**EVENT DETAILS**

- 📅 February 9, 2023
- 🕒 3:00 PM - 4:30 PM EST

**EVENT RESOURCES**

- 📄 Webinar Presentation
- 📄 AGEP ECBC Johavi Window Activity

**WEBINAR**



The thumbnail for the webinar recording shows the text 'AGEP ECBC | Evaluation Capacity Building Conference' and 'WEBINAR' with a play button icon.

# What have we learned?

- Evaluation is better and more useful when evaluators and PIs communicate (early and often).
- Evaluators are interested in supporting evaluation use.
- Evaluating systems change is difficult; it's tempting to focus on interventions but it's important to focus on the system to support lasting change.
- In the AGEP context, it's critical to employ culturally responsive evaluation approaches even if doing so can be challenging.

# More learnings...

- Evaluator turnover is a real challenge for AGEP Alliances, one that needs the attention of both evaluators and PIs to solve.
- Evaluators like to talk with each other – find time to talk with others and learn from other people's experiences.
- Relationships are resources!

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**FROM THE FIELD: THE AGEP  
NORTH CAROLINA ALLIANCE  
EVALUATION TEAM**



AGEP-NC

# Evaluation Lessons Learned

Cathy Brawner and Amy Germuth

Formative and Summative Evaluators

**RESEARCH TRIANGLE**  
**EDUCATIONAL CONSULTANTS**





**The AGEP-NC model for change is built upon five core strategies for institutional transformation (Kezar & Eckel, 2002):**

1. Shared leadership
2. Senior administrative support
3. Robust (flexible) design
4. Faculty development
5. Visible action

# The AGEP-NC Model

1. Fellows engage in cohort learning and “sense-making” with each other, guided by PIs, readings, conversations, sharing experiences, etc.

2. Fellows share learning within departments to support departmental “sense-making”.

3. Fellows and departments collaboratively draft department diversity plans which are ultimately approved by the department.

4. Department diversity plans are implemented.





# Evaluation Outcomes Addressed

## **Formative**

- ▶ Overall climate improvement for STEM faculty and Ph.D students, particularly historically underrepresented US Citizens
- ▶ Departmental commitment to improving climate and outcomes for historically underrepresented Ph.D. students following participation in the AGEP-NC fellows program
- ▶ Leadership team operations and effectiveness

## **Summative**

- ▶ How well the Alliance is working in terms of supporting change among its own members and other institutions.
- ▶ The degree to which institutional, department-level, and faculty changes are occurring that result in the promotion of historically underrepresented minority US citizens who are completing their STEM doctoral degrees and progressing into faculty positions



# Evaluation Division of Labor

## **Formative Cathy Brawner**

- ▶ Surveys of Fellows, Faculty, and PhD students
- ▶ Participant Observation of Alliance Meetings
- ▶ Document Review

## **Summative Amy Germuth**

- ▶ Interviews with Fellows, Deans, Provosts, and Campus PIs
- ▶ Document Review
- ▶ Data collected from the formative evaluation

# Evaluation Challenges and Wins



## ➤ Challenges

- Getting correct mailing lists for surveys
- Scheduling interviews
- So much data – doing it justice
- Time and other resources to do it right
- The model itself did not allow enough time for the desired changes



## ➤ Wins

- Leadership tends to respect findings and act on them
- Getting assistance
- Additional support for qualitative analysis
- *Evaluators knew each other and respected each other's work ethic and findings*



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# THANK YOU

Contact the AGEP ECBC team any time.

[AGEP\\_ECBC@edc.org](mailto:AGEP_ECBC@edc.org)