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***Indiana Louis Stokes
Alliance for Minority
Participation (IN LSAMP)***

**Year 3: Conference
Evaluation Report**

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EXECUTIVE SUMMARY

In collaboration with the Louis Stokes Midwest Regional Center of Excellence (LSMRCE), the Indiana Louis Stokes Alliance for Minority Participation (IN LSAMP) hosted the workshop series *LSAMP Alliance Management: Scaling out Best Practices* prior to the LSMRCE 2019 Annual Conference. Goodman Research Group, Inc., the external evaluators of IN LSAMP, conducted a survey to assess attendee satisfaction with and perceived effectiveness and benefits of attending the workshop, as well as likelihood of follow-up activities. The survey was completed by 22 registrants, representing 35% of eligible attendees and approximately half of participating LSAMPs. Key findings included:

- ❖ The workshop was **well-organized and executed**. Attendees were highly satisfied, particularly with the number and range of participants and the networking opportunities. Attendees found a lot of common ground and felt others to be very supportive.
- ❖ The workshop was **very effective in accomplishing its goals** around sharing best practices, managing complex initiatives, improving consistency in data collection, and providing opportunities for attendees to connect with mentors and experts. The sessions helped drive home the importance of collaboration around best practices and knowledge sharing.
- ❖ The workshop was **helpful in furthering an LSAMP community of practice** or networked improvement community. Attendees felt a sense of belonging.
- ❖ The workshop **motivated attendees to take action**, by learning more about workshop topics, adopting new strategies or practices from the workshop, sharing resources with colleagues who did not attend, and following up with people they met at the workshop to share or obtain information or resources.
- ❖ The LSAMP **community would welcome similar workshops** in the future. Either in a future workshop or some other professional development forum, the community would like **more support on and insight into WebAMP** reporting system.

INTRODUCTION

The Indiana Louis Stokes Alliance for Minority Participation (IN LSAMP) started in December 2016 and has an end date of November 2021. IN LSAMP consists of six institutions. The three research institutions are Indiana University Bloomington (IUB), Indiana University–Purdue University Indianapolis (IUPUI), and Ball State University (BSU). The two four-year regional universities are Indiana University Northwest (IUN) and Indiana University South Bend (IUSB). The Alliance also includes Ivy Tech Community College Indianapolis (ITCC). IUPUI is the lead institution of the Alliance.

The goal of IN LSAMP is to double the number of historically underrepresented minority (URM) graduates receiving a baccalaureate degree in a STEM discipline. The degree baseline from 2015-16 was 278, making 556 the number to reach by 2020-21. The program’s three strategies for achieving this goal are:

1. High-impact practice programs to increase the first-year, full-time URM retention rate by 2% per year at each institution and to strengthen disciplinary engagement;
2. Seamless transitions into STEM undergraduate and graduate degree programs; and
3. Mechanisms for project communication and information dissemination.

Goodman Research Group, Inc. (GRG), a research firm specializing in the evaluation of educational programs, materials, and services, was contracted to serve as the external evaluator for the five-year IN LSAMP program. As part of the evaluation, GRG developed and conducted a survey of attendees of the IN LSAMP Pre-Conference Workshop Series: *LSAMP Alliance Management: Scaling out Best Practices*, held on October 25, 2019, prior to the Louis Stokes Midwest Regional Center of Excellence (LSMRCE) 2019 Annual Conference in Indianapolis. This report presents the findings from the survey.

PURPOSE AND METHODS

The purpose of the survey was to assess attendee satisfaction with and perceived effectiveness and benefits of attending the workshop, as well as likelihood of follow-up activities. IN LSAMP staff administered hard copies of the survey to attendees at the end of the workshop, collected completed surveys, and mailed them to GRG for data entry and analysis.

There were a total of 73 attendees at the workshop; 59 had RSVP’ed in advance and the organizers accommodated another 14 “walk-ins.” Ten were not eligible to receive the survey (e.g., observers, intern), leaving 63 “qualified” respondents. Of these, 22 completed a survey, yielding a response rate of 35%. Eight were PIs or Co-PIs, six were Campus Coordinators, two were Campus Directors, and six were in some other LSAMP role. Two described themselves as Project Managers, one as an Executive Director, one as a STEM Advisor, one as an Administrative Assistant, and one as a representative of a non-academic lead institution.

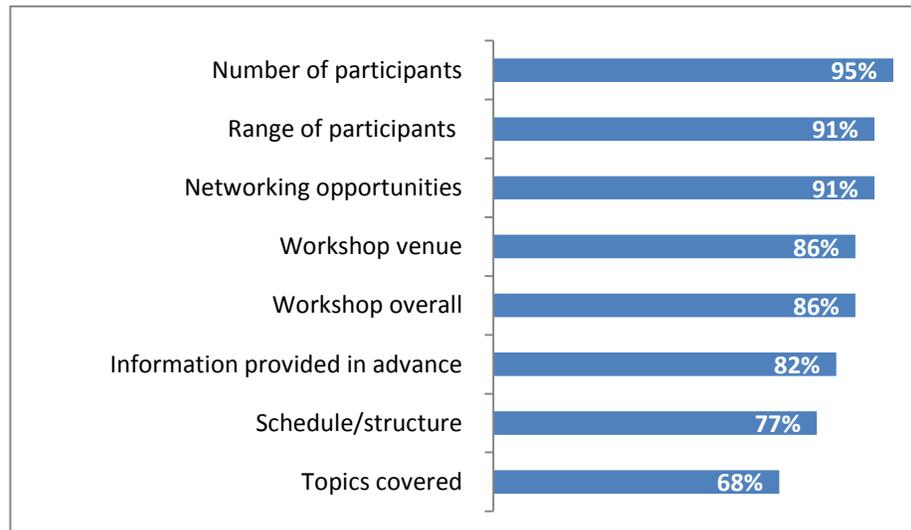
Only one respondent was from IN LSAMP. Most of the rest (n=19) were from another LSAMP. Identification of individual LSAMP affiliation was optional on the survey; however, the data indicate that the group of respondents represented at least ten different LSAMPs, half of the 20 LSAMPs who had team members register for the workshop.

FINDINGS

ATTENDEE SATISFACTION

Overall, attendees expressed satisfaction with the workshop. They were most satisfied with the number and range of participants and the networking opportunities. The “topics covered” received slightly lower ratings than other aspects of the workshop; however, more than two-thirds of respondents were still highly satisfied in this regard. Respondents’ written comments did not provide insight into what would have made the topics more satisfactory.

Figure 1
Percentage of Respondents Highly Satisfied with Aspects of IN LSAMP Pre-Conference Workshop



N = 22

Note: “Highly satisfied” is defined as a 4 or 5 on a 5-point scale where 1=Not at all satisfied, 2=Only a little satisfied, 3=Somewhat satisfied, 4=Very satisfied, and 5=Extremely satisfied.

PERCEIVED EFFECTIVENESS OF SESSIONS

Following opening remarks from the IN LSAMP Director, the workshop featured five sessions. These focused on sharing best practices, managing complex initiatives, improving consistency in data collection, connecting with mentors, and connecting with presenters (experts). Overall, attendees perceived the workshop sessions to be effective.

While not applicable to everyone (only nine of 22 respondents rated the session goals), the session on connecting with mentors received the highest ratings. On average, attendees found this session extremely effective in making connections across alliances and in building their support networks.

Relative to the other sessions, the session on managing complex initiatives received slightly lower (although still positive) ratings. On average, attendees found this session very effective in identifying opportunities to break down large projects into manageable components and techniques that enhance collaborative work, and slightly less effective (somewhat effective) in developing strategies that create buy-in among virtual teams.

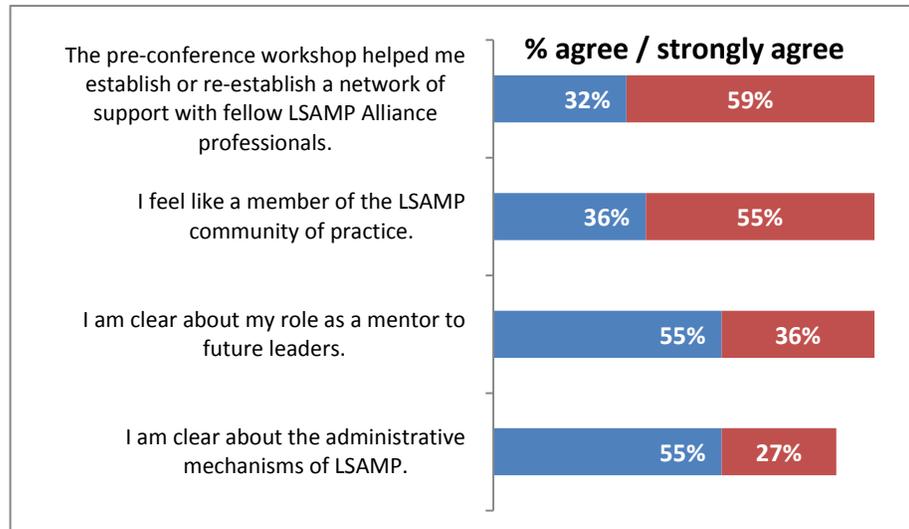
Table 1
Mean Effectiveness Ratings of Workshop Session Goals

	N	Mean
<i>Alliance to Alliance: Shared Best Practices Panel session</i>	21	4.25
Goal 1: Gain a deeper understanding of LSAMP components	21	4.29
Goal 2: Make connections across LSAMP alliances	21	4.43
Goal 3: Develop an action plan of strategies and resources	19	3.97
<i>Alliance Management: Methodologies to Manage Complex Initiatives session</i>	15	3.71
Goal 1: Identify opportunities to break down large projects into manageable components	14	3.86
Goal 2: Identify techniques that enhance collaborative work among teams working on complex initiatives	15	3.80
Goal 3: Develop strategies that create buy-in among virtual teams	14	3.43
<i>WebAMP: Collaborating to Create Processes to Improve Consistency in Data Collection session</i>	19	4.28
Goal 1: Review job aids created to increase accuracy in data reporting for WebAMP across institutions	19	4.16
Goal 2: Discuss what reports institutions are creating in order to track LSAMP students and outcomes	19	4.26
Goal 3: Identify opportunities for sharing collaborative work at the institution level	19	4.42
<i>Connect with an Alliance Mentor session</i>	9	4.67
Goal 1: Make connections across alliances	9	4.78
Goal 2: Identify opportunities for sharing collaborative work with other LSAMP alliances	9	4.44
Goal 3: Build your support network	9	4.78
<i>Ask an Expert session</i>	7	4.33
Goal 1: Converse with an expert	7	4.29
Goal 2: Ask a question of an expert	7	4.29
Goal 3: Connect with an expert as a potential mentor	7	4.43

FEELINGS ABOUT LSAMP COMMUNITY

Attendees felt the workshop helped them establish or re-establish a network of support with fellow LSAMP Alliance professionals. They feel like members of the LSAMP community. They are also clear on their roles as mentors and about the administrative mechanisms of LSAMP.

Figure 2
Percentage of Respondents Agreeing with Statements about the LSAMP Community

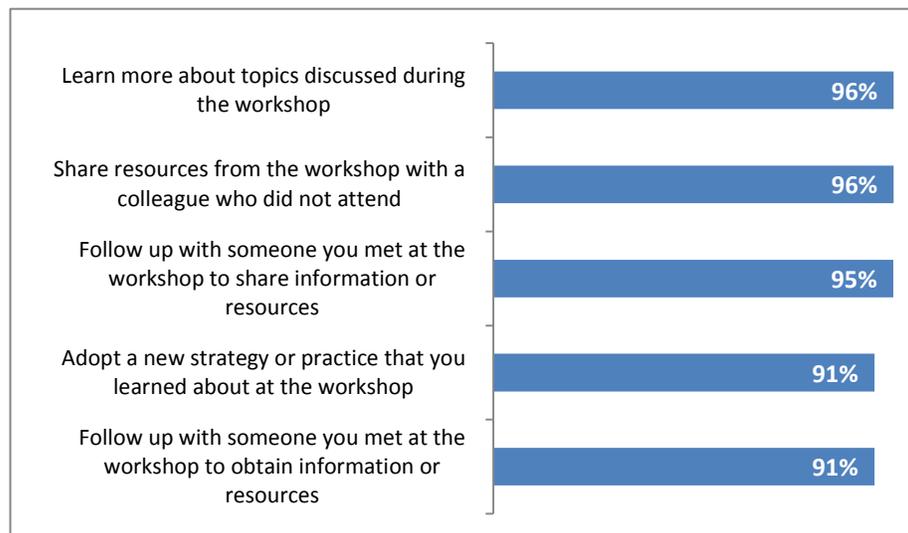


N = 22

LIKELIHOOD OF FOLLOWING UP

Respondents were quite likely to follow-up on the workshop in a variety of ways, including learning more about workshop topics, adopting new strategies or practices from the workshop, sharing resources with colleagues who did not attend, and following up with people they met at the workshop to share or obtain information or resources.

Figure 3
 Percentage of Respondents Highly Likely to Take Action as a Result of Attending the Workshop



N = 22

Note: “Highly likely” is defined as a 4 or 5 on a 5-point scale where 1=Not at all likely, 2=Only a little likely, 3=Somewhat likely, 4=Very likely, and 5=Extremely likely.

BIGGEST TAKEAWAYS

The biggest takeaway for attendees had to do with connecting with other LSAMP community members. Attendees found a lot of common ground and felt others to be very supportive.

“The similarities and differences in programs are mostly superficial and everyone is working in similar ways.”

“The LSAMP learning community is very supportive and eager to help others.”

“Great chance to network and rebuild connections among directors and staff”

“People are willing to help!” Make a handbook!

“... networking; meeting people who can become mentors in different areas of administration”

“... the networking and connection with veteran alliance peers”

Attendees found it useful to hear about best practices, opportunities, and strategies for managing challenges. The importance of collaboration around best practices and knowledge sharing was also a theme, as was learning from longer-running alliances. Attendees felt motivated toward continuous improvement.

“Nice review of shared best practices”

“Importance of collaboration among alliances for resources and knowledge sharing”

“If we work together with intention, we can create best practice models for the LSAMPs nationally.”

“Established LSAMPs have a lot of information to share about to make a successful alliance.”

“I connected with other program personnel to learn about strategies that are working for them.”

“It is great to hear what other alliances are doing; additional opportunities for my students”

“International research opportunities”

“It's very useful to talk with others about challenges to manage competition within alliances.”

“No matter how well you think you're doing, you have to keep reaching and adapting.”

SUGGESTIONS FOR FUTURE WORKSHOPS

When asked for suggestions for future LSAMP workshops, a few respondents simply put in a plug for continuing the workshop series or specific aspects of the workshop. There was also a suggestion for individual workshops for subsets of LSAMP projects.

“I hope the workshop series continues next year.”

“Do the best practice [session] every year.”

“Provide diverse speakers again from each LSAMP.”

“Focus workshops for specific types of LSAMP projects”

The most suggestions had to do with the WebAMP session. In general, attendees wanted more and broader focus on WebAMP.

“More workshop regarding WebAMP”

“More on WebAMP – but not at institutional level, but LSAMP as a whole”

“I think the WebAMP could have had a broader scope than just the institutional research reporting.”

“Session specifically for new alliances! Data collection/WebAMP start-up”

There were a number of suggestions regarding the format of the workshop, including rotating panelists through roundtables and allowing even more time for networking. One attendee also advised incorporating multiple perspectives, from PIs, directors, and coordinators.

“Roundtable discussions with an expert should rotate. I wanted 3 topics at 3 different tables.”

“Due to the crowd, it may have been easier to rotate panelists among tables rather than have participants rotate. I couldn't move among tables since chairs were not available.”

“More break-out time for everyone to talk to everyone else; it's not just the veterans that have good ideas.”

“This was lengthy and not as applicable as I had hoped; use PIs, directors, and coordinators to get different perspectives if possible.”

Finally, there were some specific suggestions for workshop content, mostly having to do with helping students. There was also one suggestion to review the purpose of the LSAMP centers as well as an idea for a specific presenter.

“As an alliance always looking to innovate, a roundtable about how each LSAMP provides student support would be great (i.e., workshop, research mentoring, etc.).”

“Would like to get information on how to recruit students from technical college”

“How to help students get started on research projects”

“Review role of the various LS centers and their purpose; had little information on the campus level”

“Invite Mathew Nelson (spelling) as presenter.”

IN SUMMARY

In summary, the IN LSAMP hosted workshop on scaling out best practices was well-organized and executed and attendees were highly satisfied. The workshop was very effective in accomplishing its goals and in furthering an LSAMP community of practice. The workshop motivated attendees to take action and the community would like to see similar workshops in the future. One area for follow up is attendees' desire for more information on the WebAMP reporting system.

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