International Women in Science

Promising Programs

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Caveats & Concerns

• Embeddedness in a particular cultural context (national & local)
• Sponsor expectations v. performer conduct v. population served
• Design v. implementation—success & failure
• Defining “success”: metrics v. culture change (structures & practices)
• Capturing program evolution
• Determining adaptation (not “adoption”) & scaling to new contexts & populations
Program Selection Criteria: A Short Wish List

- Specified form of intervention (more than one kind of activity)
- Specified age/stage of the target population
- Years of operation (minimum of 5), which signals the prospect of institutionalization/sustainability
- Evidence of positive outcomes (documented through monitoring, third-party evaluation, research study—ideally with a comparison group)
- Findings that inform the implementation of similar programs
- Modification of program operations due to data-based feedback

*Bottom Line: Very few programs meet all of these criteria*
“Promising Programs in Science—A Cross-National Exploration of What Works, Education to Workforce, to Attract and Sustain Women”

Key Content

- Definitions
- Data
  - A U.S. Template—BEST
  - Program Profiles—Lessons in Brief
    i. Developing Countries (OWSDW)
    ii. Developed Countries (NSF ADVANCE)
- “Life Cycle” of Programs