

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**