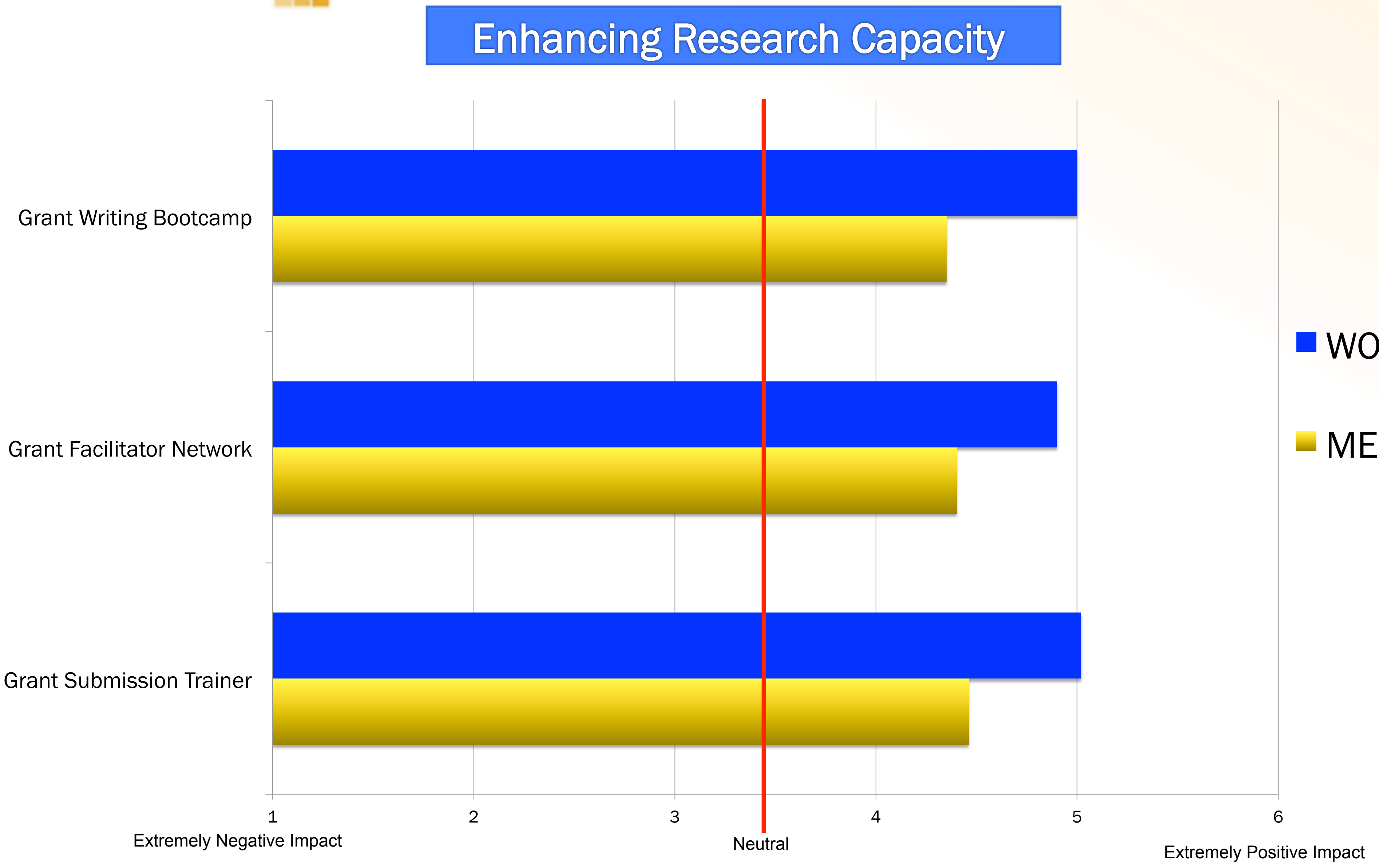
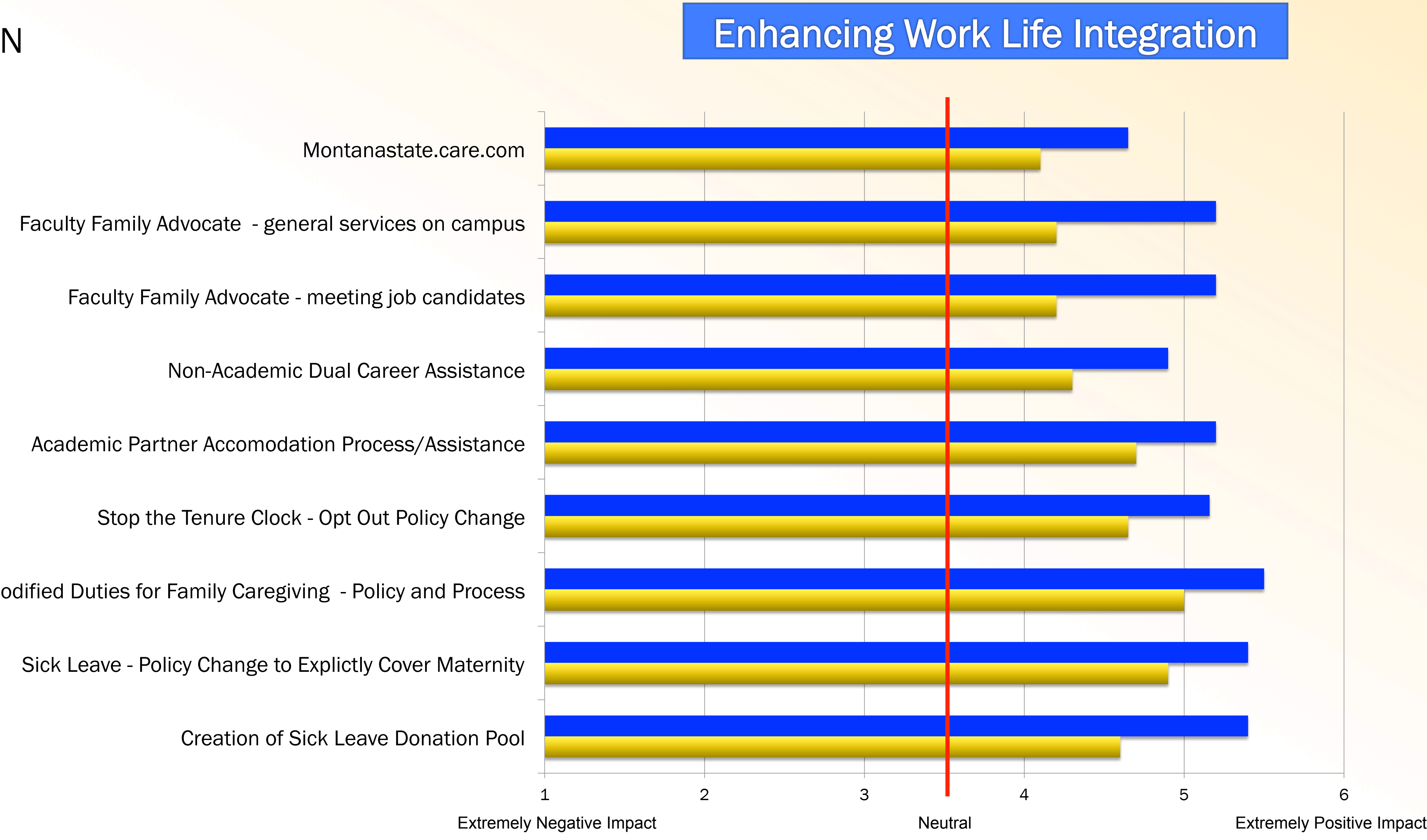
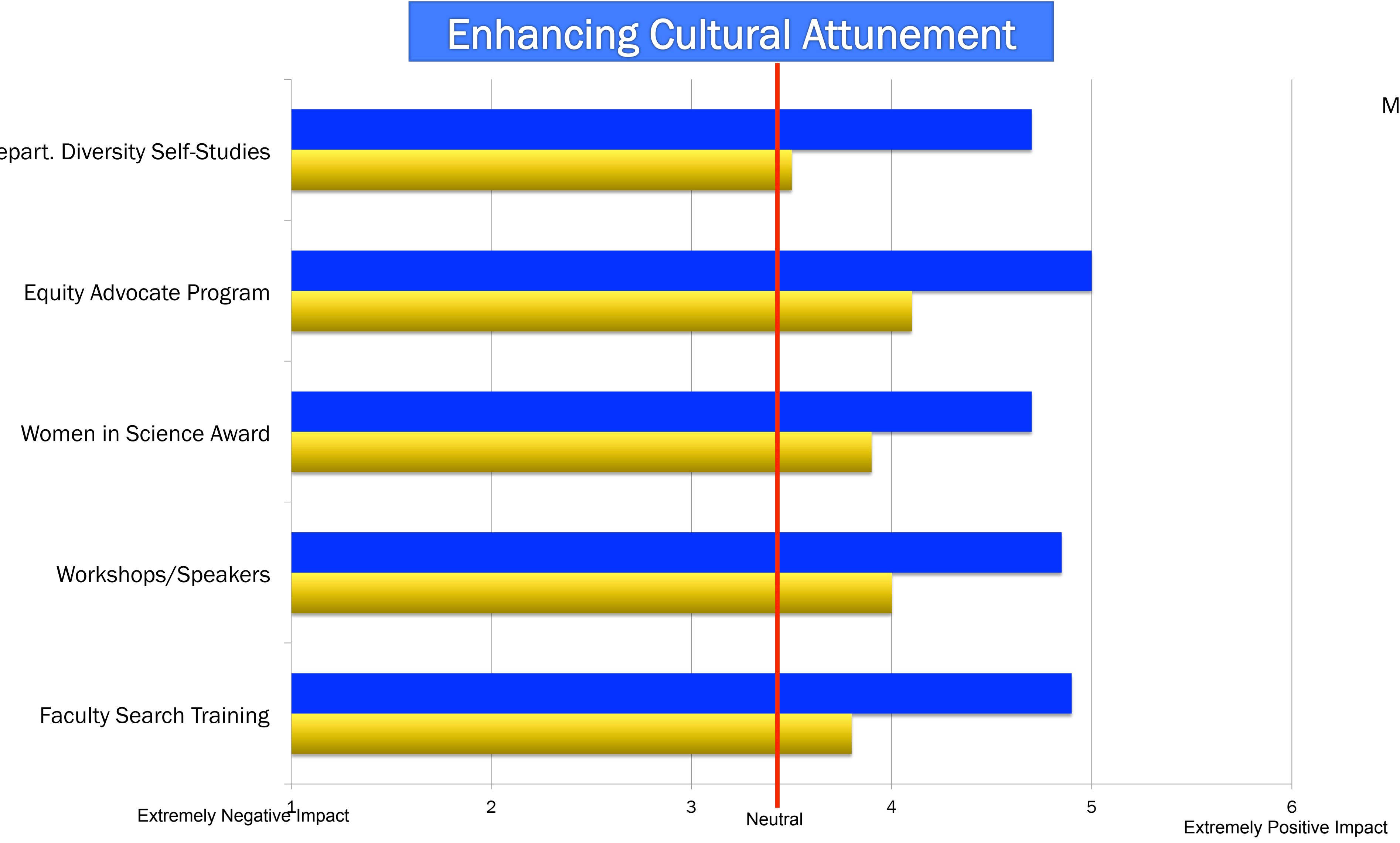
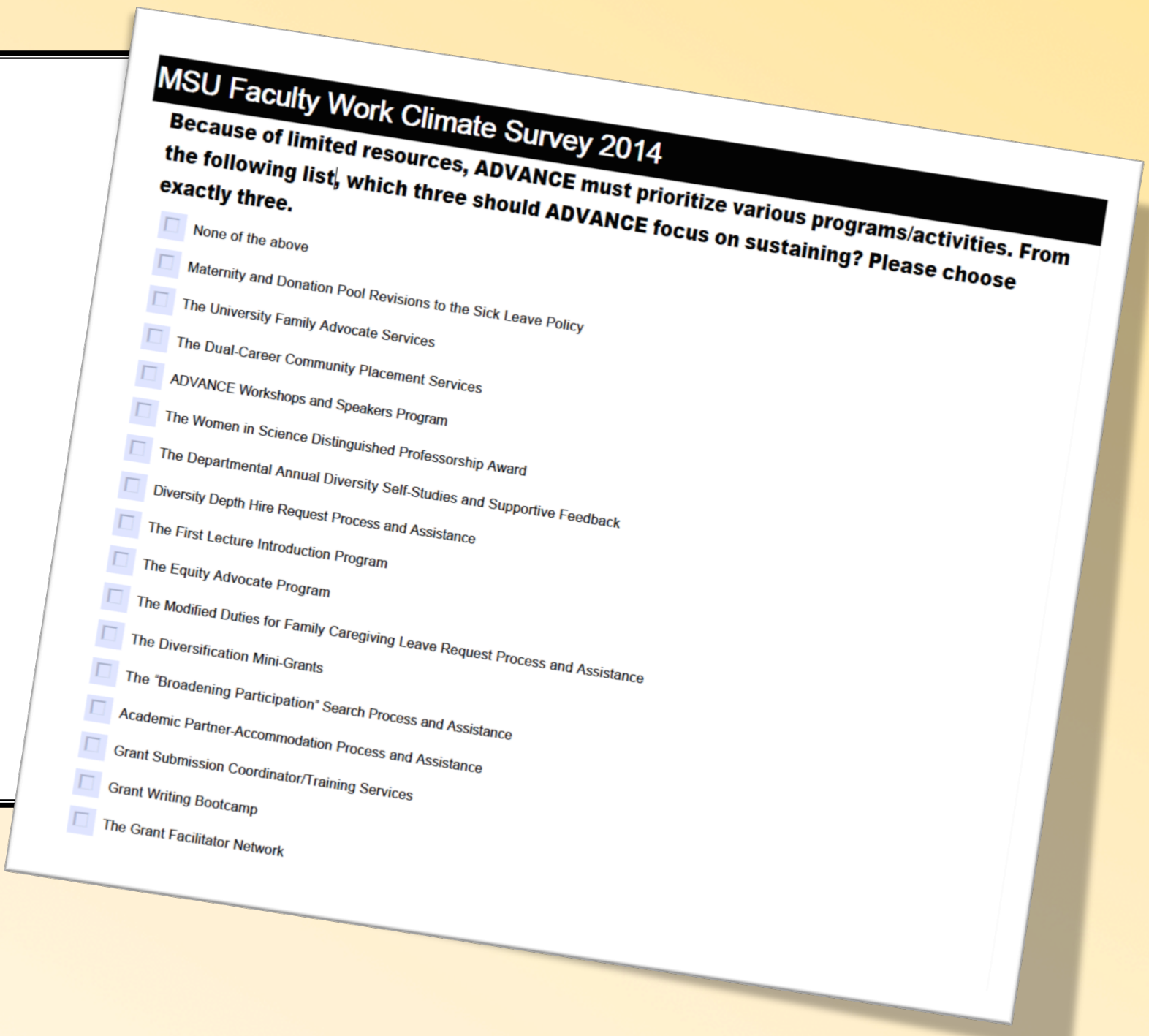


# Evaluating the Impact of ADVANCE Programs



### What should be prioritized for sustainability?

1. Sick Leave Donation Pool (96%)
2. Grant Submission Trainer (48%)
3. Modified Duties for Family Caregiving (43%)
4. Grant Writing Bootcamp (41%)



### Results

- Across gender, all items rated as having a significantly positive impact on the culture of MSU  
Stat range:  $t(86) = 3.68, p=.000$  to  $t(169) = 26.49, p = .000$
- Women more likely than men to report a more positive impact of each item on the culture of MSU  
Stat range:  $t(102) = 2.18, p=.03$  to  $t(185) = 5.19, p = .000$
- No differences by field of study

To Consider: How do we sustain these programs? Would you support a dedication of MSU resources?