

f. Performance Assessment

The project will include implementation, progress, and summative evaluations. This ongoing assessment program will review the effectiveness of program components, allow for the incorporation of any necessary modifications, and document the program's successful elements and longer-term impacts. We incorporate elements to assess not only the academic traineeship program, but also the program management, recruiting strategies, and the evaluation program itself. All of this assessment is in addition to that conducted by NSF.

The assessment program will begin with activities designed to communicate project goals expectations to the trainees, and the establishment of individualized programs for each trainee. That will be followed by a series of different activities designed to monitor the program, which are outlined in the table below

An internal summative evaluation is planned for the last year of the project. It will be prepared by project staff and management, with consultation with the university's graduate school. It will draw upon the reports prepared on an ongoing basis, and input from project graduates and current trainees. It will be provided to the University's administration, departments, and any other traineeship programs as documentation of the best practices for interdisciplinary doctoral education within the institution, and as a resource document for ongoing GI Science traineeship efforts after the termination of NSF funding.

Timing	Event	Conducted by	Description
Each Fall	Orientation weekend	Project faculty and staff	Review program components and expectations, begin social interaction
First year and as needed	Curriculum Planning	Project students and advisors	Completion of a planning document, outlining the student's plan for scheduling and completion of departmental degree requirements and IGERT 'plus' requirements; review and approval by departmental chairs and IGERT project management.
Each Fall	One-on-one interviews	Project faculty (individual not on trainee's committee)	In-person interviews to allow trainees to discuss the elements of their program, receive on-the-spot feedback from a faculty researcher, and have other requests and concerns forwarded confidentially

Timing	Event	Conducted by	Description
Each Fall	On-site meeting of advisory board	External Advisory Board.	Two-day, in-person meeting between external advisory board and all program participants. Board receives written reports of the results of the other project evaluation components. Board reviews program management and academic and research elements, meets with the University administration, provides trainees with additional mentoring, and provides program with oral and written feedback.
Each Spring	Review of student transcripts	Project staff, with referrals to project faculty	Review of student transcripts to ensure maintenance of academic standards, and progress on IGERT and departmental requirements. Comparison of trainee progress against departmental norms and IGERT project goals, and the individual trainee's curriculum planning document. Reports will be provided to the trainee and the trainee's advisor.
Each Spring	Survey	Project staff	Confidential survey of IGERT trainees and faculty, soliciting feedback on the program, satisfaction with project elements, and suggestions for modification of any project components, and for future project activities. Aggregated responses provided to IGERT faculty and the Advisory Board.
Each Spring	Survey	Project staff	Survey of program applicants to assess success of recruiting strategies. Survey of accepted students to request information about the reasons they accepted (or declined) our offer. Comparison of applicant and new student pools against the statistical norms for the academic departments and the IGERT project goals.
Each Term	Meeting of UB IGERT Advisory Committee	UB Administrators and UB IGERT program directors	Coordinate campus-wide policy on the University's traineeship projects, and the advancement and institutionalization of the best practices for interdisciplinary education.
Each Year	Meeting of Council of Chairs	Department chairs and IGERT management	Coordinate educational and program management efforts between involved academic departments and IGERT program management, discuss any changes in policy or practice that are of mutual interest.