



## Capability Statement and Credentials of Evaluator

Kate Winter, PhD, leads the team at Kate Winter Evaluation, LLC (KWE). Dr. Winter has worked with major NSF initiatives (e.g., ADVANCE, HBCU-UP, S STEM, HSI STEM, Noyce, IUSE, IGE) since 2003, as well as other federal- and private-funded initiatives. KWE currently evaluates several NSF-funded initiatives, including the *Center for the Advancement of STEM Leadership*, an HSI STEM project, a couple ADVANCE projects, and a few S STEM projects, as well as a U.S. Dept. of Education *Minority Science and Engineering Improvement Program* project, and two NIH-funded projects.

KWE's areas of evaluation expertise include broadening participation in STEM, college student access and retention, professional and leadership development for faculty, and institutional cultural change. KWE associates are members of the American Evaluation Association (AEA) and adhere to AEA professional and ethical principles. KWE also follows the "What Works Clearinghouse (WWC)" standards established by the U.S. Dept. of Education (ED) and the "Common Guidelines for Education Research and Development" of the Institute of Education Sciences and NSF. Dr. Winter is a WWC certified reviewer for group designs.

Dr. Winter has published qualitative and quantitative research study findings in *the Journal of Diversity in Higher Education*, *the Journal of the Professoriate*, *the Journal about Women in Higher Education*, *the Journal of Women and Minorities in Science and Engineering*, *BMC Medical Education*, *the Department Chair*, *Academe*, and *Change*, in addition to book chapters and edited volumes. She is an ad-hoc reviewer for the *Journal of College Student Retention: Research, Theory & Practice*, *the Journal of Negro Education*, and *the Journal of the Professoriate*. She is an inaugural member of the HHMI/AAC&U *Inclusive Excellence Commission*. Dr. Winter received her PhD in Educational Leadership and Policy Studies from the University of Washington. She has taught research design, quantitative methods, and qualitative methods since 2013 for Creighton University's interdisciplinary doctoral program in leadership, where she also supervises dissertation research.

In addition to Dr. Winter, the KWE team is currently comprised of two senior associates, Gabriele Haynes, M.Eval. and Amanda Turner, MSW; part-time administrative and data entry support; and, part-time affiliated PhD-level content and methods experts, as needed. KWE associates maintain current certification for responsible conduct of research with human subjects through the CITI Program (<https://www.citiprogram.org>).

KWE uses secure data collection and storage strategies including encrypting data files, immediate entry of hard copy data into the data system (hard copies then shredded), and only using de-identified study codes for linking scores over time. Project data are never shared outside of KWE associates, who sign confidentiality agreements, and only KWE associates listed in approved IRB protocols access protected data. Additional details can be found here: <https://www.qualtrics.com/platform/security> (survey data collection) and here: <https://gsuite.google.com/faq/security> (cloud data storage). KWE does not have an in-house IRB, but contracts with the Center for IRB Intelligence (<https://www.cirbi.net>) for when clients do not have their own IRB. KWE maintains professional liability insurance through United States Liability Insurance Group. KWE is accredited by the Better Business Bureau (BBB, <https://www.bbb.org>).

KWE utilizes mixed-methods, culturally responsive evaluation approaches, supported by software applications and platforms including: SPSS, AMOS, MaxQDA, Microsoft 365, Mendeley, gPower, Google Workspace, Gephi, UNICET/Netdraw, DropBox, Box, SharePoint, Qualtrics, Slack, Wrike, Trello, Asana, Skype, Callnote, SnagIt, Mira, and Zoom.

Additional information about KWE may be found at: [www.katewinterevaluation.com](http://www.katewinterevaluation.com)