

Designing the Cosmic Explorer Collaborative Community

Cosmic Explorer Evaluation Team
July 2, 2025



Personnel & Organizational Development (POD) committee

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Evaluation and consulting team



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Who is CERSE?

- Collaborative evaluation and research grounded in relationships
- **Evaluation and consulting:** support changemakers in transforming inequitable learning and working environments
- **Research:** contribute to improved understanding of systemic forces that shape educational and professional outcomes



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What do we mean by evaluation? Why do it?

- **Formative evaluation:** support project improvement and effectiveness in reaching intended outcomes
- **Summative evaluation:** assess extent to which desired outcomes have been achieved
- **Developmental consulting:** support strategic planning and organizational development
- NOT an evaluation of “success” or “failure”!





Evaluation and consulting focus areas in CE

Cosmic Explorer project evaluation and consulting focuses on:

- **Inclusiveness:** valued contributions, sense of belonging
- **Mentorship:** current experiences, supports needed for mentors and mentees
- **Professional development:** new skills and knowledge, career advancement
- **Organizational efficacy:** communication, structure, interactions with consortium, international collaboration, shared vision
- **Indigenous and Place-based Partnerships & Responsible Siting**



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[CE-L2300023](#)

Data collection strategies

Evaluation plan ([CE-L2300023](#))

- Demographic and engagement survey of **CE Project** (in years 1 and 3)
- Demographic and involvement survey of **CE Consortium** (in year 1)
- Interviews of **CE Project** members (up to 20 per year, in years 1 and 2)
- **Pulse surveys** for equity workshops and IPP-RS activities
 - Project calls July 22 ([CE-L2400010](#)), October 21 ([CE-L2400024](#)),
November 25 ([CE-L2400026](#))
- Results shared via regular meetings and reports



Data collection in CE Project

- **Survey:** 50 responses, Feb 2024 ([CE-L2400007](#))
- **Interviews year 1:** 11 interviews, Apr and May 2024 ([CE-L2400011](#))
- **Interviews year 2:** 14 interviews, Feb and Mar 2025 ([CE-L2500004](#))



Select recommendations from CE Project data

- Cultivate commitment to equitable communication and collaboration
- Prioritize in-person engagement opportunities to build relationships and trust
- Create intentional support for new and/or early career Project members
- Provide structures, training, and resources to enable effective mentorship
- Increase role clarity and provide opportunities for role-related skill development
- Strengthen communication horizontally (across working groups) and vertically (from Project leaders)
- **Keep operational goals realistic and flexible, in alignment with staffing and organizational capacities**





Select Project actions based on recommendations

- In-person CE Symposium (here we are!)
- Leadership meeting focused on CE guiding principles and communication
- Create a DCC page and other documentation to support onboarding
- Check on Project email lists and DCC access
- Facilitate a CE early career researchers group
- Leverage weekly Project meetings to connect across working groups
- Host a Project status and onboarding call and plan for open management team meetings to share updates



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CE Consortium survey - overview

- 166 submissions collected in May 2024 ([CE-L2400009](#))
- Questions regarding:
 - Nature of current Consortium involvement
 - Experiences at 2024 CE Symposium
 - Inclusiveness within the CE Consortium
 - Experiences with and interest in mentorship within CE
 - Suggestions for professional development opportunities within CE
 - Priorities related to CE site selection
 - Overall reflections on what is going well and suggestions for improvement
 - Demographic information



CE Consortium survey - demographics

Who is in the CE Consortium community?

Gender (can choose >1)	Count (%)
Man	99 (59.6)
Woman	35 (21.1)
Nonbinary	4 (2.4)
Two-spirit or māhū	1 (0.6)
Agender	1 (0.6)
Prefer not to answer	11 (6.6)
Missing	19 (11.4)

CE Consortium survey - demographics

Who is in the CE Consortium community?

Race/ethnicity (can choose >1)	Count (%)
White	92 (55.4)
South Asian	19 (11.4)
East Asian	15 (9.0)
Latina, Latino, Latinx, or Hispanic	5 (3.0)
Middle Eastern or North African	5 (3.0)
Native American or Alaska Native	2 (1.2)
Black, African, or African American	2 (1.2)
Southeast Asian	1 (0.6)
Prefer not to answer	12 (7.2)
Missing	19 (11.4)

Indigeneity	Count (%)
Yes	9 (5.4)
No	124 (74.7)
Prefer not to answer	10 (6.0)
Missing	23 (13.9)

CE Consortium survey - demographics

Who is in the CE Consortium community?

Position	Count (%)
Faculty	69 (41.6)
Postdoc	33 (19.9)
Research or staff scientist	22 (13.3)
Graduate student	20 (12.0)
Support staff	3 (1.8)
Engineer	2 (1.2)
Technical staff	1 (0.6)
Prefer not to answer	4 (2.4)
Missing	10 (6.0)

Career stage	Count (%)
Early career (1-10 years)	61 (36.7)
Mid-career (11-20 years)	38 (22.9)
Senior career (21-30 years)	29 (17.5)
Late senior career (31+ years)	21 (12.7)
Prefer not to answer	1 (0.6)
Missing	16 (9.6)



CE Consortium survey - recommendations

- Provide easier access to **engagement opportunities**
- Continue to strengthen **collaborative decision-making and leadership**
- Authentically **engage members with marginalized identities**
- Create supported opportunities for **mentorship and shared learning**
- Design engaging and participatory **learning experiences for inclusive collaboration**
- Continue strengthening **communication and relationship-building**



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CE Consortium survey - action steps

Response and action items from Project management team:

- Support planning of an in-person CE Symposium open to Consortium members (here we are!)
- Organize adjacent CE events and gatherings at AAS, APS, Amaldi/GR, and other meetings to engage with Consortium community
- Facilitate a CE Consortium early career researcher group
- Strengthen CE leadership communication with the Consortium

Conclusion and next steps...

- Continue providing evaluation and consulting support
 - Highlight the experiences and perspectives of CE Project and Consortium members
 - Provide guidance to strengthen the CE collaborative community during these early years!
- Annual report for Year 2 synthesizes themes across data sources and offers recommendations for the next cycle of evaluation
- Demographic and engagement survey of CE Project (second round in year 3)

We welcome your ideas! Please reach out:

Rae: rjhan@uw.edu Liz: elitzler@uw.edu Shawon: shawon@uw.edu Joey: joeykey@uw.edu

Panel discussion:

Building the Next Generation of CE Users

Joey Shapiro Key (chair), Jameson Rollins,
Helvi Witek, and David Shoemaker