

**Evaluation of the ADVANCE Institutional Transformation Program  
Case Study Site Visit  
Focus Group Guiding Questions: FACULTY PARTICIPANTS/BENEFICIARIES  
(To be used for both Female and Male Faculty Focus Groups)**

One Hour

*Note: probes are to be used selectively and as needed*

**QUESTION 1: HOW DID YOU BECOME INVOLVED WITH ADVANCE?**

*Probes:* What activities did you participate in?/What services did you use?

How did you find out about ADVANCE?

How did you expect to benefit from participating in ADVANCE activities or using its services?

Were your expectations met?

How did you benefit from ADVANCE-generated policies?

**QUESTION 2: WHO WOULD YOU SAY HAS BENEFITED THE MOST FROM THE ADVANCE PROJECT?**

*Probes:* Junior faculty? Senior faculty? Why?

Mostly women? Why?

All faculty, including men? Why?

The department? The institution as a whole? Why?

*Note: “Why” in the sense of in what ways have individuals benefitted from ADVANCE.*

**QUESTION 3: WHAT ASPECTS OF ADVANCE HAVE BEEN INSTITUTIONALIZED BY YOUR UNIVERSITY OR DEPARTMENT?**

*Probes:* After ADVANCE funding ended, what policies, practices, or activities promoted by ADVANCE have continued?

Do you know if these are supported by institutional funding or other funding?

How committed do you feel the institution or department is to continuing gender equity reform?

**QUESTION 4: WHAT HAS BEEN THE EFFECT OF ADVANCE ON YOUR INSTITUTION?**

*Probes:* Had there been a commitment to gender equity before ADVANCE? Had there been a few efforts on behalf of gender equity, but no real commitment? Had nothing been done regarding gender equity?

Before ADVANCE, what were the biggest gender equity problems among science faculty at your institution? Did the ADVANCE project address these? How effectively did ADVANCE address these problems?

Has the climate of the institution or STEM departments become more gender-friendly? How?

What have been the main contributions of ADVANCE to gender equity in science at your institution?