

**Evaluation of ADVANCE Institutional Transformation Program
Case Study Site Visit**

**Interview with ADVANCE Leader
(45 mins)**

Name of interviewee:

Title of interviewee:

Institution:

Date of Interview:

Interviewer:

A. Background Information

1. How long have you worked at _____? In what capacity?
2. What was your role in the ADVANCE project?
(**Probe:** In which of the ADVANCE components were you involved?)
3. How long were you involved with ADVANCE?
4. What do you see as the goals of the ADVANCE project at your institution?

B. Implementation of ADVANCE Project

Note to Interviewer: The interviewee may be able to respond to these questions as they apply only to the component in which they were involved. Ask if able to respond about project in general, but if not, focus on the component(s) the interviewee is familiar with, and adjust questions accordingly.

5. At the time that your institution received ADVANCE funding, what was the status of gender equity efforts for science faculty? What previous efforts had been made in pursuit of gender equity? Would you say (1) that your institution was among the most advanced in pursuing gender equity? (2) that it had initiated a few gender equity projects but was not fully committed? (3) or that starting your ADVANCE project was like starting from zero?
Have interviewee assign a rating to gender equity status of institution. Also, if ADVANCE restricted to certain departments, please make sure that question is answered about the institution, not specific departments.
6. How did the status of your institution in terms of gender equity affect the strategies that were chosen for the ADVANCE project? [**Probe:** Did your intervention focus on senior faculty or junior faculty, recruitment or retention]
7. What was the role of theories of institutional transformation in implementing your model of change?
8. What would you say were the main strategies chosen by the ADVANCE project at your institution?
9. How did institutional characteristics affect the choice of strategies? [**Probe:** Was size a factor? Institutional goals? Carnegie classification? Geographic location?]
10. Were there other factors that influenced the choice of intervention approaches?
11. On what resources did the project draw in designing intervention strategies and/or implementing them?

- [**Probe:** Did the project adopt innovations developed by other ADVANCE projects? Bring in consultants from other ADVANCE projects? Gender equity or institutional transformation experts from other sources? Review the literature on gender equity and/or institutional transformation? Draw on social scientists at your own institution?]
12. Do you feel that the project was responsible for developing any innovative or noteworthy strategies or products to ADVANCE gender equity among science faculty? What are they? Have they been adopted by others?
 13. What, in your opinion, were the greatest challenges you encountered in implementing ADVANCE? How were these addressed?
 14. What were factors that facilitated the implementation of ADVANCE? (Probe: Institutional support, congruence with institutional goals, institutional/ departmental climate, external pressures, etc.)
 15. What are some of the lessons learned from having implemented an ADVANCE project at your institution? What would you have done differently?

C. Institutionalization of ADVANCE Components

16. Of the ADVANCE components that have been institutionalized, have any changed in terms of how they are currently implemented? How? What were reasons for these changes?
17. What factors or circumstances led to their institutionalization?
18. What was your role in accomplishing their institutionalization?
19. Are you currently involved in any of the institutionalized ADVANCE components? How?
20. What type of institutional support is currently provided to ADVANCE components or activities? (**This should be in telephone interview, but verify**) Is there a long-term commitment to provide that support?
21. Why do you think other components have not been institutionalized?
[**Probe:** What factors have hindered institutionalization?]
22. Has the climate of the institution or the STEM departments become more gender-friendly? (**Probe:** Are group interactions different? Has the language used by the institution/ departments become more sensitive to gender issues? Do the topics that dominate campus conversations reflect greater awareness of gender issues? Are new stakeholders participating in institutional discourse? Have relations with key stakeholders changed to reflect more support for gender equity?)
23. Have new institutional or departmental structures been created to support gender equity for S&E faculty? Was this due to ADVANCE?
24. Have decision-making structures changed to support improved gender equity for S&E faculty? Was this due to ADVANCE?
25. In your opinion what have been ADVANCE's major contributions to your institution?

D. Dissemination

26. What dissemination activities has the project undertaken to share information project with others? [**Probe:** for journal articles, conference presentations, visits to and from other institutions, etc.] How have you been involved in these efforts?

FOR INSTITUTIONS THAT RECEIVED A PAID GRANT:

27. Did your institution receive a PAID grant? If so, did this grant help to disseminate or replicate your IT program? How?