

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

**Interview with Department Chair
(30-45 minutes)**

Name of interviewee:

Title of interviewee:

Institution:

Date of Interview:

Interviewer:

A. Background Information

1. How long have you been chair of the _____ department at this institution? Do you hold any other positions within the institution?
2. How long have you worked at this institution?

B. Knowledge of and Involvement with ADVANCE

3. How familiar are you with the ADVANCE project on your campus? [**Probe:** Do you know how and why the project was established here? Were you involved in the effort to establish ADVANCE on this campus?]
4. What, in your opinion were the project's goals? How did these goals relate to the institution's goals and philosophy?
5. At the time of ADVANCE funding, had your institution undertaken similar or related efforts? What was status of gender equity efforts in the institution at the time of funding? 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.**
6. In what ways did you interact with the project? [Probe: Did your department implement ADVANCE strategies? Were you on the advisory board? Did you participate in ADVANCE activities?]
7. **If the department implemented ADVANCE strategies ask:** What were factors that facilitated the implementation of ADVANCE strategies in your department? What factors hindered implementation?
If the department did not implement ADVANCE strategies ask: What were barriers to the implementation of ADVANCE strategies in your department?
8. Did faculty in your department participate in ADVANCE activities? About what percentage of faculty participated? Which were the most prevalent activities?

9. Do you feel that faculty benefited from the ADVANCE project? Which faculty benefited most? [**Probe:** Senior or junior faculty? Women or men?] How did they benefit?
10. Do you feel that your department benefited from the ADVANCE project? How? Have these benefits continued?

C. Support for and Institutionalization of ADVANCE

11. What aspects (components) of the ADVANCE program have been institutionalized at your university? In your department?
12. Why do you think these have been institutionalized? [**Probe:** What are factors or circumstances that have led to their institutionalization?]
13. In what ways are you involved in the institutionalized components of ADVANCE?
14. a. What type of departmental support is currently provided to ADVANCE components or activities? [**Probe:** In-kind and/or budgeted \$.]
b. Is there a long-term commitment to provide that support?
15. Why do you think other components have not been institutionalized? [**Probe:** What factors have hindered institutionalization?]
16. To your knowledge, has the implementation of ADVANCE resulted in changes in policies or practices at the institutional or departmental levels? If so, what have these been?
17. 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?)
18. Has the institutional or departmental budget been reallocated in ways that support improved gender equity for faculty in S&E? Was this due to ADVANCE?
19. Have new institutional or departmental structures been created to support gender equity for S&E faculty? Was this due to ADVANCE?
20. Have decision-making structures changed to support improved gender equity for S&E faculty? Was this due to ADVANCE?
21. What do you see as the main contributions of ADVANCE to your department? To the university as a whole?