

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

**Interview with Lead Co-PI
(one hour)**

Name of interviewee:
Title of interviewee:
Institution:
Date of Interview:
Interviewer:

A. Background Information (Update background information from telephone interview)

1. In our telephone interview you reported that your present position at the university was _____ . Has this changed? If so, how?

B. Verify ADVANCE Components and Institutionalization

I'd like to go over the components of the ADVANCE model with you to verify which were included in your project and which were institutionalized once your ADVANCE funding ended. **Note to interviewer: This should be done with either the Lead PI/Co-PI or the Project Director/Coordinator. It's up to you to decide who might be the better informant. Use attached list.**

C. Implementation of ADVANCE Project

2. At the time that you received ADVANCE funding, what was the status of gender equity efforts for science faculty at your institution? 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.**
3. How did the status of your institution in terms of gender equity affect the strategies you chose to implement for your ADVANCE project? [**Probe:** Did your intervention focus on senior faculty or junior faculty, recruitment or retention?]
4. What was the role of theories of institutional transformation in implementing your model of change?
5. How did institutional characteristics affect your choice of strategies? [**Probe:** Was size a factor? Institutional goals--Carnegie classification? Geographic location?]
6. Were there other factors that influenced your choice of intervention approaches?
7. On what resources did you draw in designing your intervention strategies and/or implementing them? [**Probe:** Did you adopt innovations developed by other ADVANCE projects? Did you 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?]